DOCUMENT RESUME

ED 373 807 JC 940 432

TITLE	"Taking Women One Step Further..." Women in Technology. End of Year Report, July '93-June '94.
INSTITUTION	El Paso Community Coll., Tex.
SPONS AGENCY	Texas Higher Education Coordinating Board, Austin.
PUB DATE	7 Jul 94
CONTRACT	44160008
NOTE	83p.
PUB TYPE	Reports - Descriptive (141) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Community Colleges; Females; Males; *Nontraditional Education; *Nontraditional Occupations; Program Descriptions; Program Evaluation; Questionnaires; Student Characteristics; Surveys; *Trade and Industrial Education; Two Year Colleges; *Womens Education
IDENTIFIERS	El Paso Community College TX; *Women in Technology Program TX

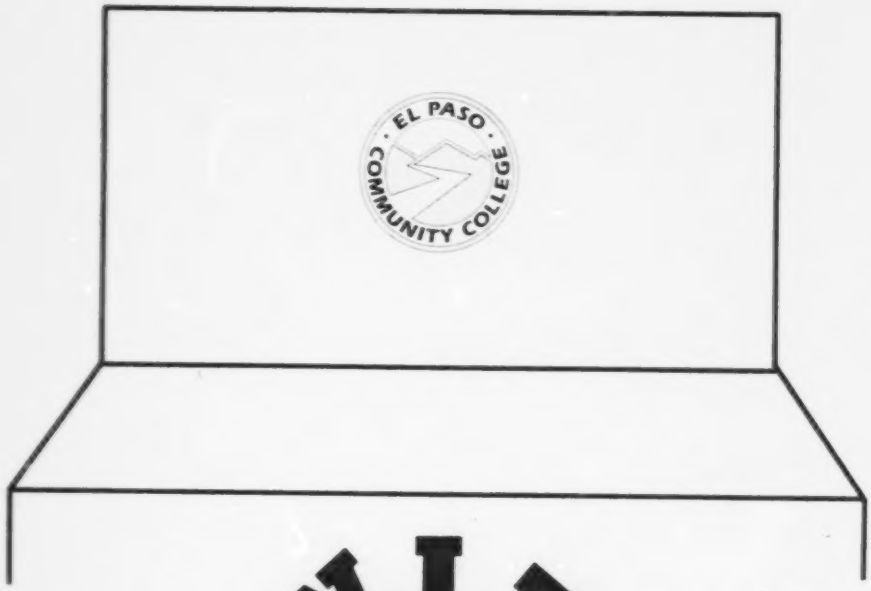
ABSTRACT

The primary purpose of El Paso Community College's (EPCC's) Women in Technology (WIT) Program is to recruit women into nontraditional occupations through technical/vocational education and training. Credit training areas include automotive technology, drafting, electronics, fire technology, heating/ventilation and air conditioning, and welding. Non-credit training programs include plastic technology, industrial maintenance, precision machining, sewing machine repair, material handling, and warehouse operations. During the 1993-94 fiscal year, the Upper Rio Grande Private Industry Council granted WIT a $60,689 contract to provide training to 40 women students enrolled in both credit and non-credit training programs at EPCC. The program also received financial support from Rockwell International and Teen Expo of El Paso. During 1993-94, WIT activities included 83 live presentations resulting in 1,958 contacts; 9 media presentations; 49 exhibits; 78 participatory activities; receiving 251 phone calls and information requests; and the distribution of 11,000 brochures. In addition, 18 students received referrals for child care services, 20 students received tutoring, and a survey was conducted to assess the needs of men in nontraditional courses of study. WIT has brought about increases in the enrollment of women over the past 4 years and has made modest gains in the number of graduates. Appendixes include promotional materials, advisory board meeting minutes, graphs showing WIT participant characteristics, exhibits, and the questionnaire and results for the survey of males in nontraditional occupations. (KP)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 373 807

"Taking women one step further . . ."



PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

V. Di Benedetto

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

WOMEN IN TECHNOLOGY

End of Year Report

July '93 -- June '94

BEST COPY AVAILABLE

JC 940 432

P.O. Box 20500
El Paso, Texas 79998
915-594-2000

Women in Technology
El Paso Community College
P.O. Box 20500
El Paso, Texas 79998
July 7, 1994

Dr. Anna Auvenshine
Associate Program Director
Texas Higher Education Coordinating Board
Community and Technical Colleges
P. O. Box 12788
Austin, Texas 78711-2788

Dear Dr. Auvenshine:

In accordance with the El Paso Community College's Women in Technology (WIT) Program, Equity and Internship Project #44160008, issued through the Texas Higher Education Coordinating Board, enclosed please find the end-of-year report for fiscal year 1993-1994. The format is in compliance with the operational format listed in the grant application.

The primary purpose of the WIT program is to recruit women into nontraditional occupations through technical/vocational education and training. Credit areas include the following occupational areas: automotive technology, drafting, electronics, fire technology, heating/ventilation and air conditioning (HVAC), and welding. Non-credit areas include plastic technology, industrial maintenance, precision machining, sewing machine repair and material handling and warehouse operations. Nontraditional areas, both credit and noncredit, are prescribed by the Texas Higher Education Coordinating Board and are reflective of student enrollment.

As prescribed by Objective #4, a needs survey for men in nontraditional fields at the college was conducted. In the cause of gender equity, and based on these results, the WIT program will expand in the coming year to provide requested support services to men using Carl Perkins allocation funds.

During the 1993-1994 fiscal year the Upper Rio Grande Private Industry Council granted WIT a contract for services in the amount of $60,689 to provide training and services to 40 women students enrolled in both credit and non-credit training programs at El Paso Community College. This project, called Women in Nontraditional Careers (WIN), was supervised by WIT's program director with two part-time employees who participated as members of the WIT team. While all the the objectives were satisfactorily met, the contract will not be renewed, due to a change of strategy on the part of the funding agency. However, URGPIC has given assurances that students will still be served through Individual Referral Contracts.

For the past two years, Rockwell International has awarded a tuition fund of $5000 per year to WIT for financially disadvantaged students who cannot qualify for tuition funding through Pell Grants or through URGPIC's JTPA funding. This year they have awarded WIT a grant for $4200. Also, Teen Expo of El Paso has also awarded WIT a grant of $500 per semester to provide "fun" activities and refreshments at WIT events.

An Equal Opportunity
Affirmative Action Employer

In summary, the activities and services outlined below have been provided by WIT. A comprehensive analysis follows as Section II. It should be noted that all requirements have been satisfied and, in most cases, exceeded.

I. RECRUITMENT

	Number	Hours	Contacts
Presentations/Live	83	91.5	1,958
Presentations/Media	9	4	N/A
Exhibits	49	205	8,863
Participatory Activities	78	N/A	N/A
Phone Calls/Information Requests	251	N/A	N/A
Postcard Responses	138	N/A	N/A
Newspaper Articles	2	N/A	N/A
Brochures distributed	11,000	N/A	N/A

II. RETENTION (SUPPORT SERVICES)

Childcare	One student was provided with childcare services and 18 were referred.
Tutoring	Twenty students received tutoring on an intermittent or an ongoing basis.
Student work assignments	Eight students worked a total of 1,468 hours.
Newsletter	Sent to women students in nontraditional courses as well as all nontraditional majors.
Special aids	One hundred fifty students were served in various ways including tuition assistance, career guidance interviews, special problem resolution, tool purchases and textbook reimbursements.
Survey	One survey conducted to assess needs of men in nontraditional courses of study.

III. NETWORKING

Conference Presentations	6
Conferences attended	16
Conferences arranged	1

Should you have any questions or comments, please do not hesitate to call our office at (915) 757-5073.

Sincerely,

Victoria D. Benedetto

Victoria Di Benedetto
Project Director

VDB/eo

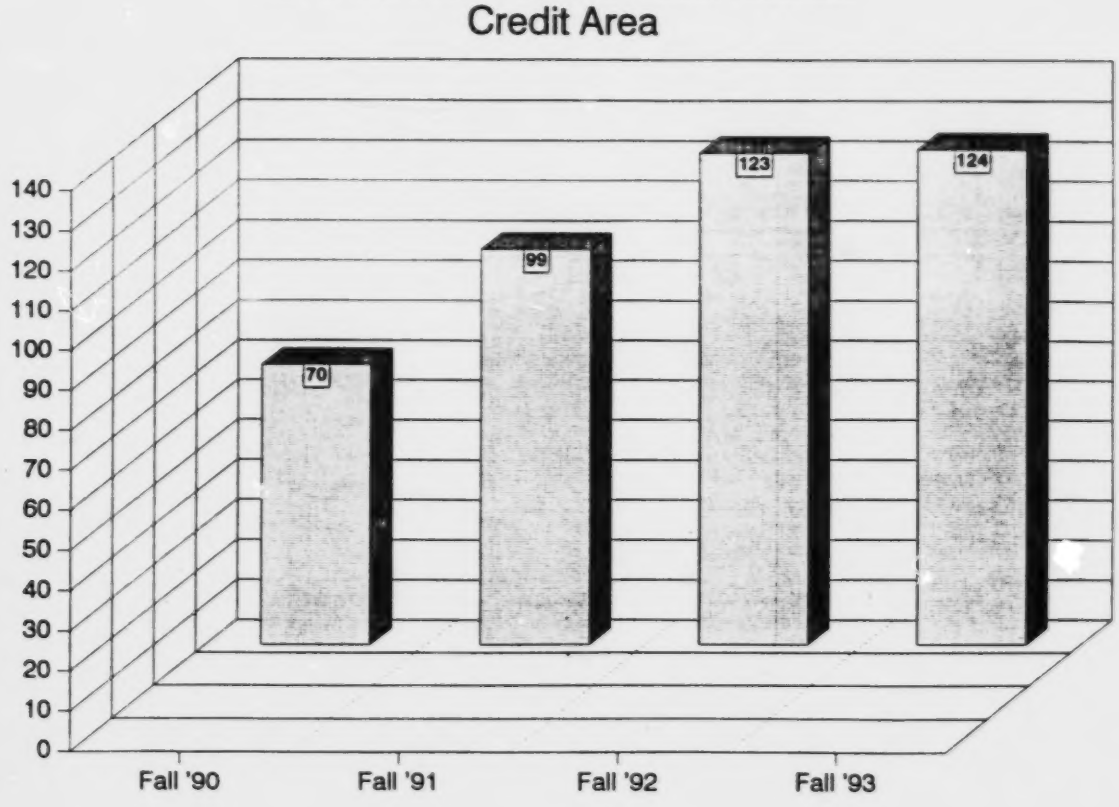
WIT PROGRAM EVALUATION

The Women in Technology team strives to reach two types of women, the traditional student and those who wish to return to school. In most situations, technological careers do not seem to be an option. Students at the middle and high school levels are often amazed that women pursue careers in these fields. Our recruiting staff exposes the students to role models they otherwise would not have and stimulates new ways of thinking. Older women realize that these fields are more accessible in today's world than ten and, especially, twenty years ago. Through continual education and enlightenment, the response to recruitment, apparent in our enrollment figures, steadily increases.

The following three bar graphs illustrate the increase in enrollment figures over the past four years. The first two are broken down into Fall and Spring semesters, respectively, for students in credit areas or those plans that lead to an Associate of Applied Science degree.

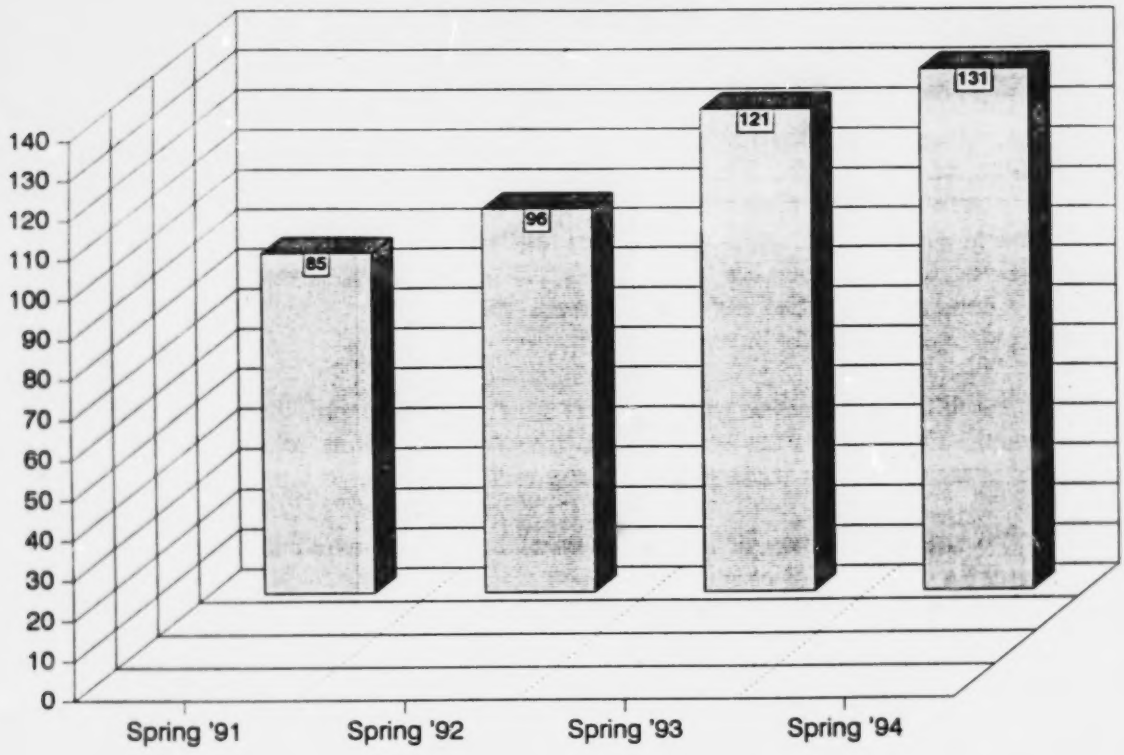
The last graph shows the increase in enrollment in the non-credit fields. These students are awarded a certificate of completion and job placement options. Many women in our target population opt to pursue non-credit career plans because of a more urgent need for job training and immediate employment in the local area.

WIT STUDENTS AT EL PASO COMMUNITY COLLEGE



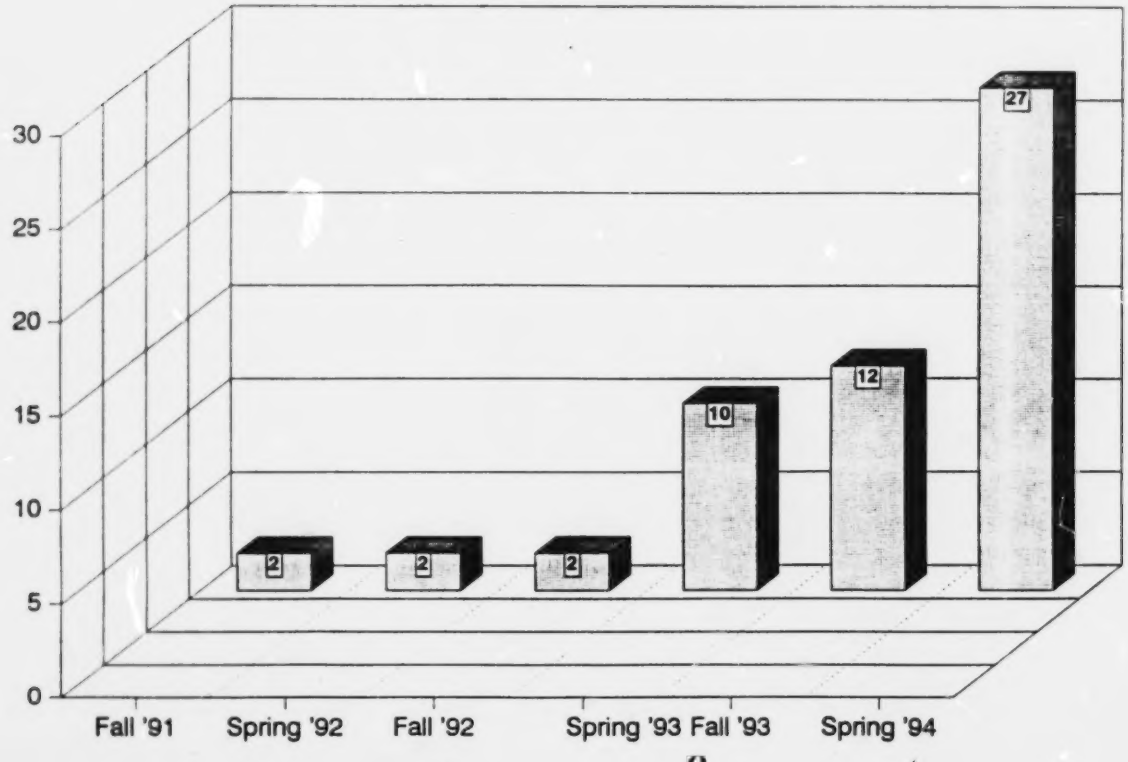
WIT STUDENTS AT EL PASO COMMUNITY COLLEGE

Credit Area



WIT STUDENTS AT EL PASO COMMUNITY COLLEGE

Non-Credit Students



WIT can further measure the program's success by the increasing number of females graduating from nontraditional occupation fields. In the credit areas six (6) women have graduated this year. The following table displays how this year's figures compare to previous years.

NUMBER OF GRADUATES EACH YEAR
Credit Areas

Year	Men	Women
1990	51	1
1991	37	3
1992	44	6
1993	39	3
1994	19	6

The slight decrease in number of female graduates in 1993 was a result of changes in the curriculum. Several nontraditional credit areas were dissolved except for those students already enrolled in the program who met the required number of credit hours for continuation.

In the non-credit area four (4) students graduated in 1993. In 1994, five (5) students have graduated and are employed in their field.

In addition to increasing enrollments and modest gains in the number of graduates, the program has been successful in its role as an agent of social change. Nationally, WIT has become an educational model in the promotion of sex equity. Three (3) presentations have been made at national conferences. Three hundred (300) End of Year reports will be published and disseminated statewide and nationally for possible use, replication, and adaptation by colleges and universities.

Goals

To increase the number of women entering nontraditional technical/vocational occupations and to increase enrollment in nontraditional/technical vocational education and training.

Objective 1.

To participate in efforts to address the issues involved in changing social attitudes.

Project Activity 1.1 Develop contacts and make presentations encouraging the discussion of the non-gender-based occupations of the future. Our expectation is that 72 presentations a year will be accomplished.

Performance Measure 1.1 Records will show logs of contacts, phone and/or written confirmation of presentations scheduled and delivered with date, groups spoken to, and numbers of participants.

A total of 83 presentations were made to 1,958 people. Many of these presentations were made jointly with the Project Opportunity team. Project Opportunity functions under the direction of WIT. Project Opportunity students are eligible for WIT services.

In previous years, the WIT team has far exceeded the number of expected presentations. This year's decrease in such excess is due to reorganization of the college and a vacancy in the WIT Specialist position for approximately four and one half months during peak recruitment time periods.

See Appendix 1 for log of presentations.

Project Activity 1.2 Attend conferences, workshops, and local, regional, state and national conferences on related issues. Our expectation is that the staff will participate in a minimum of 5 per year.

Performance Measure 1.2 Records will show participation of staff in a minimum of 5 conferences. Reports from those in attendance will be made at bi-monthly WIT meetings and shared with presenters and recruiters.

09/22/93	*THECB Starlink Conference: "Monitoring, Auditing, & Reporting"*
09/23/93	*THECB Starlink Conference: "Senate 642 & Council on Workforce Development*
09/29/93	*THECB Starlink Conference*

	"Technical Education Program Guidelines"
10/07/93	*State of Texas: Economic Opportunity Conference*
10/19/93	*THECB Starlink Conference*
	"Access & Equity on your Campus"
10/20/93	*National Council Occupational Education (NCOE)*
	Atlanta, Georgia
11/17/93	*THECB Starlink Conference*
	"The Texas Access Equity 2000 Plan"
12/1-7/93	*National Center for Research in Vocational Education (NCRVE)*
	American Vocational Association Conference/Nashville, TN
01/28/93-02/02/94	*Workforce 2000 Conference*
	New Orleans, LA
03/12-16/94	*AVA National Policy Seminar "Opportunity '94"*
	Washington, D.C.
03/18/94	*NMSU Women's Conference*
04/18/94	*Re-employment Town Meeting/Satellite Conference*
04/19/94	*Starlink Teleconference/Megatrends for Women*
04/19/94	*Women Work Conference*
05/06/94	*URGPIC Career Issues for Special Populations*
05/22-25/94	*National Institute for Staff and Organizational Development (NISOD) Conference*
	Austin, Texas

See Appendix 2 for a log of other participatory activities.

Working with Jeanne Foskett, Division Chair of English, and Catherine Dunn, Coordinator for Special Populations at EPCC, a year-long series of conference workshops was sponsored by Women in Technology and the Women's Advocacy Project at EPCC. The forums were offered monthly at the Museum of Art and were based on the best-seller, Megatrends for Women by Patricia Aburdene and John Naisbitt. Attendance ranged from 20 to 190 per evening. All forums with the exception of one, were videotaped and are available for loan from the libraries at the Transmountain Campus and the Valle Verde campus as well as the WIT offices at each campus. Copies of the videotapes were also shared with several educators and program staff locally and throughout the state. (See Appendix 2a).

Objective 2.

Provide information on nontraditional technical/vocational careers to the community.

Project Activity 2.1 Develop and disseminate recruitment materials in English such as public service announcements for radio, and TV, brochures and posters with return mailers. This is an ongoing activity which will include the many materials already developed.

Performance Measure 2.1 Samples of materials will be on file in the WIT office along with dates the public service announcements were aired, and the addresses of poster locations.

Brochures (11,000) were printed and disseminated. A new brochure for the 1994-95 fiscal year is being designed and includes information about new courses and student opportunities. Three mini-posters and two bookmarks are in the process of being reproduced with permission from the Northwest Equity Center in Washington. These posters promote equity and target school-age groups and their teachers and counselors.

TV Programs

09/28/93	*Susana Avila-Alvarado on KINT-TV Channel 26*
12/08/93	*Susana Avila-Alvarado on Channel 26 with Rene Cantu*
01/27/94	*Victoria Di Benedetto on Channel 7 Morning News*
01/28/94	*Susana Avila-Alvarado on Channel 26 with Rene Cantu*
02/24/94	*Victoria Di Benedetto, Channel 9 News (Megatrends Forum)*

Radio Programs

07/16/93	*Victoria Di Benedetto, KINT Radio Interview*
09/21/93	*Victoria Di Benedetto with Javier Sanchez on Education Today*
12/08/93	*Susana Avila-Alvarado on 93.9 hosted by Jaime Chavez*
01/21/94	*Susana Avila-Alvarado on KINT 93.9*

Project Activity 2.2 Answer those who have mailed in the postcards by phone, if possible, and mail written information to requestors. This is an ongoing activity which will include the maintaining of records on the number of people seeking information and the number of these people who actually enroll in college credit courses.

Performance Measure 2.2 The actual postcards will be on file along with a notation as to how each requestor was served.

A brochure and WIT Newsletter was mailed out in response to 138 requests for information.

The WIT Specialist referred 9 students to Project Opportunity.

Project Activity 2.3 Coordinate coverage on project activities and training programs for nontraditional employment.

Performance Measure 2.3 Records on file in the WIT office.

To provide necessary coverage, information was given to those inquiring about WIT project activities and training programs via telephone. 113 records of such conversations were kept for this year.

Project Activity 2.4 Orient speakers for presentations in English and Spanish, as needed. Sample presentation material has already been developed, speakers have been trained and future orientation sessions will be held as needed.

Performance Measure 2.4 Records will show the number of orientation sessions held and sample presentation material will be on file.

Eight students have been oriented. A worksheet has been developed by the WIT Specialist to facilitate discussion during classroom presentations at the various schools. A recruiter's orientation handbook is being developed to provide performance guidelines and job expectations. This handbook will be completed before the Fall recruitment season begins. See Appendix 3.

Project Activity 2.5 Maintain an extensive list of community contacts and assign presenters to make presentations to the media and to groups, such as community organizations, college ESL classes, high school counselors/students, junior high school students, church groups, health clinics, and various sites where prevocational basic skill training is received and where prospective women students might be found. Our expectation is that 6 hours of presentations a month can be accomplished as also stated under Objective #1. The total of 72 presentations a year will satisfy the requirements for both Objectives #1 and #2.

Performance Measure 2.5 Records will show logs of contacts, phone and/or written confirmation of presentations scheduled and delivered, with date, groups spoken to, and number of participants.

A total of 83 presentations, totalling 91.5 hours, were made to 1,958 people. Many of these presentations were made jointly with the Project Opportunity team. Project Opportunity functions under the direction of WIT. Project Opportunity students are eligible for WIT services. See Appendices 4a and 4b for letters of appreciation and Appendix 5 for an advertisement sample.

Project Activity 2.6 Maintain an Advisory Board composed of representatives of community agencies and organizations. It is our expectation that up to 6 members from the community will meet with the WIT staff at least once per semester.

Performance Measure 2.6 Records will show the minutes of each of the Advisory Board meetings.

WIT Advisory Board Meetings were held September 30, 1993 and April 19, 1994. Refer to Appendices 6 and 7 for minutes. The 1993-94 Advisory Board has 34 members including the college support and WIT staffs. The membership also includes two WIT students, one of which has graduated and is successfully employed.

Project Activity 2.7 Participate in demonstrations at exhibit tables and disseminate WIT information while attending career days, college registration day exhibits, and community fair exhibits. It is our expectation that up to 750 hours will be spent by students in this activity, which will include setting up time and time spent in dissemination of posters throughout the community.

Performance Measure 2.7 A log of WIT activities with the date, place, time and number of people with whom staff members make contact at each event will be maintained in the WIT office.

Lab Aide Recruiters worked a total of 1,468 hours.
See Appendix 8 for a log of exhibits.

Project Activity 2.8 Special individual attention will be given to interested prospective students with special needs which will be attended to by a WIT Specialist.

Performance Measure 2.8 The WIT Specialist will keep a log of the names of all prospective students served with a confidential note on each specific individual and how that person was served.

Necessary support and information was given to 113 students via telephone.

Student support was provided by Planned Parenthood for 1 student for emergency health problem.

Rockwell International funds were used for 10 students' tuition assistance.

Assistance with an appeal process to City of El Paso was provided for 1 student.

Non-traditional jobs were found for 3 students.

A set of auto tools were provided to 1 student.

Electronic tools were purchased for 1 student.

Two sets of tools were provided to students in the Sewing Machine Repair class.

Referrals were made for 3 students to donated therapy slots (Neuro Linguistic Programming)

Objective 3.

Provide individual academic, personal and financial support to women students in technical/vocational classes, and daycare to men in nontraditional technical/vocational classes.

Project Activity 3.1 Maintain an office at El Paso Community College where information can be disseminated concerning a woman's nontraditional training options at the college and elsewhere in the community. The WIT project office will be staffed 8 hours per day.

Performance Measure 3.1 The Coordinator will supervise the office procedures and personnel who will be required to turn in monthly time sheets. The Coordinator's time sheet will be signed by the Division Chair, Technology Programs Division.

The WIT office on El Paso Community College's Transmountain campus is staffed 8 hours per day. The WIT Specialist position was vacant for four and one half months during this year. The Project Opportunity office, a division of WIT, is staffed 8 hours per day on El Paso Community College's Valle Verde campus. Due to recent changes in the college organization, the WIT Coordinator reports to Director of Special Programs.

Project Activity 3.2 Participate in offering or arranging for nontraditional career exploration workshops, whenever a group can be identified to attend as a group. However, individual referrals to the college's career center's daily activities and services will be made on an ongoing basis.

Performance Measure 3.2 Records will show the number of group workshops held, the staff who participated, the names and number of people who attended. A daily log of people who call the office will show the appropriate referrals. However, those who respond to group announcements cannot easily be tracked.

Two group workshops were held with 30, and 24 attending, respectively.

Project Activity 3.3 Provide tutors in nontraditional occupational training areas when needed and when they are not institutionally available. Efforts will be made to hire women tutors.

Performance Measure 3.3 A check with the Technology Discipline Coordinators will be made to establish the need for tutoring either as a group or for individual requestors. A check with Student Services to see if this tutoring is presently available will be made before tutors are hired to fill our special needs.

Twenty women have received tutoring. Two women tutors have been hired.

Project Activity 3.4 Organize telephone support groups for students as another option for that huge mass of women with incredible demands on their time.

Performance Measure 3.4 Records will show invitational letters to women students in Technology Programs Division from the Coordinator.

In addition to existing support networks, a mentoring system which will provide role models for WIT students at all levels, is being developed. Students in at least their second semester will mentor beginning classmates. Successfully employed nontraditional career women and graduates will mentor students further along in their programs.

Project Activity 3.5 Refer sex bias students and special population students in need of childcare to the Women's Center at El Paso Community College.

Performance Measure 3.5 Records will show a list of referrals.

One student was provided with childcare services and 18 were referred to other childcare through the EPCC Women's Center or outside the college.

Project Activity 3.6 Continue to maintain a trained student recruiter corps for WIT female students. Each student recruiter will be recommended by her teacher before being interviewed by the WIT Project Coordinator and evaluated on an ongoing basis on her performance. Members of the student recruiter corps may also be assigned to assist presenters, when their presence and particular talents would be judged an asset to that particular presentation.

Performance Measure 3.6 This opportunity for enlistment in the student corps will be announced to the WIT students in the letter which the Coordinator mails to the students in September '93 and February '94. The Assistant Coordinator will keep records of all students who participate, assign hours, oversee the submission of the timesheets of the recruiters. Assistant Coordinator will assist in the members of the student corps to develop a good delivery during their demonstrations by proper supervision and helpful hints.

At the year's end WIT has 8 Lab Aide Recruiters on staff. These students have worked 1,468 total hours. A recruiters' orientation handbook is being developed with definitive information about the recruiter position. It provides a job description, policies and procedures, presentation guidelines and relevant, noteworthy articles and statistics. An end of year meeting was held on May 21, 1994. The recruiters suggested several training workshops to continue involvement through the summer.

Project Activity 3.7 Identify a successfully employed woman in a nontraditional field who is willing to be featured in a newspaper success story. It is expected that this can be done once per year.

Performance Measure 3.7 Arrangements will be made with the Public Affairs office for interviews. Article on file in the WIT office.

Two Women in Technology students have been recognized in the local paper for their success.

Kimberly Redix, after receiving Aid to Families with Dependent Children for five years, graduated with her certificate in plastic injection molding. She was employed with a local company. This employment and her eventual promotion, enabled Redix to buy her own car and support her family independent from government aid. See Appendix 9.

Dorothy Clenin is a successful automotive technology student and hopes to eventually open her own shop. Dorothy was a homemaker for thirteen years with no training in any field and chose her degree plan for the better paying job opportunities and interesting work. Gwen Ivery, mentioned in the article with Dorothy and at the time a plastics student, has graduated and is employed with one of the many plastics industries based in El Paso. She reports to be very happy with her new job and thankful to the WIT program for its help. See Appendices 10 and 11.

In addition, Victoria Di Benedetto, Women in Technology Coordinator, was honored as an "Unsung Heroine" by the National Women's History Institute. Herlinda Delgado, a successfully employed electronics graduate and former WIT student, was also awarded this honor. (See Appendix 12.) To further involve the community and the student body in gender issues, WIT helped sponsor a photography contest during Women's History Month. Contestants photographed significant women in their lives for a prize. (See Appendix 13.)

Project Activity 3.8 Respond to requests from technical/vocational course instructors to call women students who need individual help, by referring them to tutoring, counseling, etc.

Performance Measure 3.8 The names of students interviewed with confidential notes on assistance provided and copies of check requests of receipts will be on file.

Tutoring was provided to 17 Drafting students, 2 Electronics students, and 1 Auto Tech student.

Project Activity 3.9 Provide emergency transportation assistance or purchase of text books and/or tools for students in danger of dropping out of class due to unexpected expenses. This service will be an ongoing activity available on a first-come, first-serve basis, and only approved on a case-by-case basis after an interview with Coordinator. Attendance records of students receiving aid will be monitored.

6/PIC, 3/WIT, 14/Project Opportunity, received bus passes.
3 students have received tools.

* *The dramatic increase in the number of students is a result of the Women in Non-traditional Careers (WIN) addition to the WIT program. The funds contributed by PIC during the 1993-94 fiscal year will not be provided for 1994-95. PIC will assist these students using their facilities and resources.*

Project Activity 3.10 Provide a book reimbursement allowance for technical-content course books for women in nontraditional classes on a first-come, first served basis.

Performance Measure 3.10 Guidelines for disbursement of this benefit are on file.

Reimbursements for books were provided to 14 students.
Assistance with bus coupons helped 3 students.

Objective 4.

Conduct a needs survey of men in nontraditional fields at the college.

Project Activity 4.1 Obtain Fall '93 enrollment figures with male/female participation figures from the office of the data systems manager.

Performance Measure 4.1 Enrollment statistics will be on file in the WIT office.

Enrollment figures were obtained from Student Information Systems. The information listed the major, number of males in the field, number of females in the field, and total number enrolled in that major. See Appendix 14.

Project Activity 4.2 Determine which fields are nontraditional for males and for females based on the enrollment figures.

Performance Measure 4.2 Document information in a memo to the Carl Perkins Administrator with copies to Division Chairs, Deans, Instructors, and Advanced Technology Center Coordinator.

Using the enrollment figures, percentages of each gender in the given major were determined by dividing the number of males or females by the total number in the major. See Appendix 15 for a list of nontraditional fields for each gender.

Project Activity 4.3 Develop a needs survey of men in nontraditional fields at the college.

Performance Measure 4.3 Mail the survey to all men in the nontraditional fields.

Surveys were mailed to men majoring in a non-traditional fields totalling 739 surveys sent of which 92 were returned completed or approximately 13% of the mail out. See Appendix 16 for a copy of the survey.

Project Activity 4.4 Collate the results of the needs survey.

Performance Measure 4.4 Survey results will be on file in WIT office.

Tables showing all results are on file in the WIT office. The survey results are broken down into the majors represented in the returned surveys and in a cumulative total. See Appendix 17 for survey introduction and results.

Project Activity 4.5 Based on results of the needs survey, determine what services could be provided and plan for future needs.

Performance Measure 4.5 Document results of survey and recommendations in a memo to the Carl Perkins Administrator, Division Chairs, and Dean.

Based on the survey results, financial assistance will be provided equally to financially disadvantaged men and women majoring in nontraditional fields for book reimbursement. This assistance will be provided on a "first come, first served" basis, depending on need demonstrated. Workshops on various issues like stress management, self esteem, personality development, and conflict resolution will be sponsored by WIT and conducted by the WIT Specialist.

Attendance will be open to all students, male or female. Students will be required to attend at least one workshop to receive reimbursements. These procedures and upcoming events (i.e. workshops, etc.) will be advertised in the WIT Newsletter (title to be changed) which will be distributed to all WIT students and males majoring in nontraditional fields.

Objective 5.

To provide work experience (internship) opportunities to 10 single parents, displaced homemakers, sex bias, or pregnant nontraditional student majors who have completed at least two nontraditional content courses in their fields. (If ten nontraditional students who meet the requirement are unavailable in the population, the requirement will be lowered to include those who have completed at least one nontraditional content course in their fields).

Project Activity 5.1 Identify local businesses in cooperation with EPCC Placement Office that will participate in the program and develop student application and internship contract forms.

Performance Measure 5.1 Confirm the support of 5 businesses per semester, each to contract for a 16 week/20 hour per week work (internship) assignment.

Five businesses were contracted with WIT as work sites for our students. They are as follows: Asarco, Inc., Tropicana Homes, International Computer Systems, El Paso Community College Department of Facilities and Engineering, and Penske, Inc. The Employer Agreement form was revised without the ethical statement and provided to employers coming under EEO guidelines. The "Internship Application" form was also revised. (See Appendices 18a, 18b and 19.)

Project Activity 5.2 Recruit qualified students.

Performance Measure 5.2 Obtain a listing of students currently enrolled and contact by letter or through phone calls.

Students in nontraditional careers were interviewed from a listing of students currently enrolled and had attained sufficient training to meet employer needs. Thirty-four students (34) were contacted and nineteen (19) applied. These students were initially interviewed by phone.

Project Activity 5.3 Conduct initial interviews with students, accept applications and create match and broker contracts.

Performance Measure 5.3 Orient student to program, assess childcare and other needs. Make proper referrals and assignments.

The Internship Specialist position was only filled for 7 months out of the year due to college reorganization and reclassification of personnel. However, from July 1, 1993 through March 10, 1994, eight students have been placed through the participation and support of the Job Placement Office at El Paso County Community College. Students have been placed representing the following nontraditional careers: Drafting and Design Technology, Electronics, and Auto Technology. Interviews were conducted one on one. Eight students were selected and placed in internship sites. Students were provided an orientation to the internship and child care needs were assessed. Referrals were made as needed.

Project Activity 5.4 Provide support services for interns.

Performance Measure 5.4 Arrange for payment of work experience to interns and form needed support groups.

Plans were made for monthly group meetings. Arrangements were made with WIT's secretary to secure time-sheets so that intern's received their pay checks on time. This is an on-going activity.

Project Activity 5.5 Closely coordinate the schedules of student interns to facilitate their service as WIT recruiters.

Performance Measure 5.5 Each intern will be asked to serve as a WIT recruiter and accept recruiter assignments not in conflict with their class schedule.

Students' schedules are coordinated with the WIT Specialist and their employers in order to facilitate their service as WIT recruiters. Each WIT intern is asked to be a recruiter and accept recruiter assignments not in conflict with their class schedule. This is an on-going activity.

Project Activity 5.6 Conduct student follow-up interviews.

Performance Measure 5.6 Document student's evaluation of the work experience.

Students' evaluations of their work will be conducted once per semester, utilizing "Student Appraisal of Work Site" form. Follow-up interviews were conducted via telephone to discuss needs, placement, the work site, etc. See Appendix 20 for data.

Project Activity 5.7 Conduct employer interviews regarding student performance.

Performance Measure 5.7 Document employer's evaluation of the student's performance.

Students' mid-term performance was determined by employers' interviews via telephone. The students' final performances reports are recorded cumulatively on the "Employer's Appraisal of Student Performance" form. See Appendix 21.

Project Activity 5.8 Collate and evaluate data from employer interviews and student interviews.

Performance Measure 5.8 Prepare written, summative evaluation.

Initially, eight interns were placed. Due to injury, one student withdrew from her internship. At the conclusion of the internship period, five students were hired full time. One employer was not in a financial position to hire the intern full-time and the other has not indicated why placement was not possible. However, feedback from the employers was extremely positive. Each cited such praises as the preparedness of the students and their quality of work. Conversely, while attempting to find businesses with which to contract, the automotive industry presented the greatest barrier. Some potential employers were blatantly discriminatory. This year's interns were, for the most part, very successful and rated outstanding marks.

APPENDIX 1

PRESENTATIONS

CDATE	DESCRIPTION	WITPARTICIPANT	ATTENDANCE	DURATION	CLASSIFICATION
07/14/93	Department Human Services	LAR'S	12	1.50	P
07/28/93	Guillen Middle School	LAR'S	32	1.00	P
07/29/93	Megatrends Forum	VDB	120	2.00	P
08/12/93	Technology Division Opertations Meeting	VDB	9	1.00	P
08/23/93	Transitional Living Center	VDB	4	1.00	P
08/26/93	Megatrends Forum	VDB	165	2.00	P
08/26/93	Academy of Science & Technology	VDB/LB	30	1.00	P
09/16/93	ESL Class/3rd Level	RO,VM	33	1.00	P
09/16/93	ESL Classes 3rd Level	RO,VM	23	1.00	P
09/27/93	SOCI 3101	RS	35	1.00	P
09/30/93	Chicano Studies Class	RS	62	1.00	P
09/30/93	Megatrends Forum	VDB	30	2.00	P
10/01/93	Sexual Harassment Presentation	SAA	15	1.50	P
10/04/93	Paisano Housing Complex	RS	12	1.50	P
10/05/93	Johnson Housing Complex	SAA/MP	15	1.50	P
10/07/93	Student Recruiter Orientation	SAA	1	0.50	P
10/07/93	Student Recruiter Orientation	SAA	1	0.50	P
10/11/93	Student Recruiter Orientation	SAA	1	0.50	P
10/11/93	Project Opportunity Motivation Workshop	VDB/EO	12	1.50	P
10/13/93	BASK Class	RO/SAA	25	1.00	P
10/13/93	BASK Class	RO/SAA	25	1.00	P
10/13/93	BASK Class	RO/SAA	25	1.00	P
10/14/93	Student Recruiter Orientation	SAA	1	0.50	P
10/15/93	BASK Class	RO,SAA	25	1.00	P
10/15/93	Student Recruiter Orientation	SAA	1	0.50	P
10/18/93	Student Recruiter Orientation	SAA	1	0.50	P
10/22/93	Student Recruiter Orientation	SAA	1	0.50	P
10/25/93	Bask Class	SAA	15	1.00	P
10/26/93	Megatrends Forum	VDB	50	2.00	P
10/28/93	Housing Complex	RO/SAA	30	1.00	P
11/09/93	Hanks High School	SAA/LAR	30	1.00	P
11/09/93	Hanks High School	SAA/LAR	25	1.00	P
11/09/93	Project Opportunity Class	VDB	11	0.50	P
11/20/93	WIT Internship Program Meeting	VDB	15	1.00	P
12/01/93	EPCC Literacy Center/Operation LEAP	SAA	15	0.50	P
12/03/93	ESOL Writing Class	SAA	30	0.50	P
12/07/93	Project Opportunity Orientation	VDB	20	3.00	P
12/14/93	Single Residence Only (SRO)	SAA	15	1.00	P
12/16/93	Project Opportunity Graduation	VDB	70	2.00	P
01/06/94	Faculty Development	VDB/EO	4	1.00	P
01/07/94	Loretto Technology Committee	EUM	7	1.00	P
01/18/94	Student Recruiter Orientation	SAA	1	0.50	P
01/21/94	Project Opportunity Orientation	VDB/RO	15	1.00	P
01/25/94	Student Recruiter Orientation	SAA	1	0.50	P
01/27/94	Riverside High School	SAA/LAR	13	1.00	P
01/27/94	Riverside High School	SAA/LAR	15	1.00	P
01/27/94	Riverside High School	SAA/LAR	16	1.00	P
01/27/94	Riverside High School	SAA/LAR	18	1.00	P
01/27/94	Riverside High School	SAA/LAR	13	1.00	P
01/27/94	Riverside High School	SAA/LAR	15	1.00	P
01/27/94	Riverside High School	SAA/LAR	20	1.00	P
01/28/94	Scottsdale Elementary	SAA/LAR	13	1.00	P
01/28/94	Scottsdale Elementary	SAA/LAR	13	1.00	P
01/28/94	Scottsdale Elementary	SAA/LAR	13	1.00	P
01/28/94	Scottsdale Elementary	SAA/LAR	13	1.00	P
01/31/94	Workforce 2000/Forum #22	VDB	8	1.00	P
02/05/94	Women's Fair	LAR	11	1.00	P
02/19/94	Girl Scouts Fair	SM/LAR	49	1.50	P

PRESENTATIONS

02/19/94	Girl Scout Fair	SM/LAR	20	1.50 P
02/24/94	Megatrends Forum	VDB	43	2.00 P
02/25/94	Bel Air High School	LAR	7	1.00 P
02/25/94	Bel Air High School	LAR	10	1.00 P
02/25/94	Bel Air High School	LAR	6	1.00 P
03/16/94	Houston Middle School	LAR	25	1.00 P
03/16/94	Houston Middle School	LAR	25	1.00 P
03/16/94	Houston Middle School	LAR	25	1.00 P
03/16/94	Houston Middle School	LAR	25	1.00 P
03/23/94	East Montana Middle School	LAR	100	1.00 P
04/20/94	Ysleta for Parent Volunteer	RO/JH	10	1.00 P
04/21/94	Canutillo Middle School	JH	30	1.00 P
04/22/94	Rawlings Health Clinic	RO/SM/JH	8	0.50 P
04/27/94	Wiggs Middle School	JH	50	2.00 P
04/28/94	Transitional Living Center	LAR	30	1.00 P
04/29/94	Women Work Conference	VDB	40	0.50 P
05/06/94	URGPIC/Career Issues Spec Pop	VDB	10	1.00 P
05/19/94	Dessert View Middle School	JH	53	2.00 P
05/20/94	Department Human Services	RO/SM/JH	13	1.50 P
05/22/94	NISOD Conference	VDB/RO	14	1.00 P
06/01/94	Jr. Electronics Class	JH	25	0.50 P
06/15/94	Department Human Services	RO/JH	9	1.00 P
06/17/94	Guillen Middle School	LAR	50	1.00 P
06/17/94	El Paso Technical School	RO/JH	30	4.50 P

82 PRESENTATIONS
92 HOURS/1958 PEOPLE

APPENDIX 2

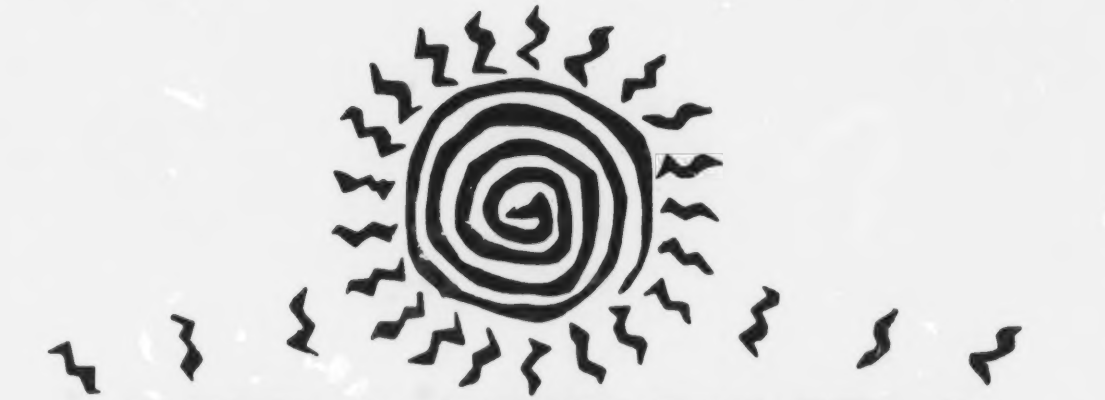
PARTICIPATORY ACTIVITIES

CDATE	DESCRIPTION	WITPARTICIPANT	ATTENDANCE	DURATION	CLASSIFICATION	NOTES
07/06/93	Megatrends Meeting	VDB	-0-	1.00	PR	-0-
07/06/93	National Women's History Month Meeting	VDB	-0-	1.00	PR	-0-
08/10/93	Megatrends Meeting	VDB	-0-	1.00	PR	-0-
07/27/93	El Paso Coalition for the Homeless	VDB	-0-	1.50	PR	-0-
08/24/93	El Paso Coalition for the Homeless	VDB	-0-	2.00	PR	-0-
09/14/93	Megatrends Meeting	VDB	-0-	1.00	PR	-0-
09/28/93	El Paso Coalition for the Homeless	VDB	-0-	1.50	PR	-0-
09/30/93	WIT Advisory Board Meeting	VDB	-0-	2.00	PR	-0-
09/29/93	Starlink Conference	VDB	-0-	2.00	PR	-0-
10/07/93	State of Texas/Econ. Opportunity Conf.	SAA	-0-	4.00	PR	-0-
10/08/93	El Paso Community Heath Fair Meeting	SAA	-0-	1.50	PR	-0-
10/11/93	Society of Human Resources Management	SAA	-0-	2.00	PR	-0-
09/02/93	National Women's History Month Coalition	VDB	-0-	2.00	PR	-0-
09/08/93	WIT Team Meeting	VDB	-0-	2.00	PR	-0-
09/21/93	Megatrends Meeting	VDB	-0-	2.00	PR	-0-
09/21/93	THECB Teleconference	VDB	-0-	1.00	PR	-0-
09/22/93	Starlink Conf/Workforce Development	VDB	-0-	2.50	PR	-0-
09/28/93	WIT Team Meeting	VDB	-0-	2.00	PR	-0-
10/19/93	Starlink Conference/Sex Equity, Campus	RO/SAA	-0-	1.50	PR	-0-
10/20/93	HIRE El Paso Fair	SAA,DC,LB,DK	-0-	9.00	PR	-0-
10/21/93	EEO Training Workshop	SAA	-0-	1.00	PR	-0-
10/26/93	El Paso Coalition for the Homeless	VDB	-0-	1.50	PR	-0-
11/02/93	WIT Staff Meeting	VDB	-0-	2.50	PR	-0-
09/23/93	Workforce Development Conf/Senate 2&3	VDB	-0-	2.00	PR	-0-
10/20/93	NCOE Conference	VDB	-0-		PR	5 Days
10/15/93	Marticulation Plan Workshop	VDB/SAA	-0-	2.00	PR	-0-
11/04/93	National Women's History Month Meeting	VDB	-0-	1.00	PR	-0-
11/17/93	Starlink/TX Access and Equity	VDB	-0-	8.00	PR	-0-
11/17/93	WIT Trade Center	STAFF	-0-	2.00	PR	-0-
11/30/93	WIT Team Meeting	Staff	-0-	1.50	PR	-0-
12/13/93	Neuro-Linguistic Workshop	SAA	-0-	4.00	PR	-0-
10/14/93	National Women's History Month Meeting	VDB	-0-	1.00	PR	-0-
10/25/93	El Paso Coalition for Homeless/Steering	VDB	-0-	1.00	PR	-0-
11/05/93	El Paso Coalition for Homeless/Issues	VDB	-0-	2.00	PR	-0-
11/10/93	Resident Referral Committee/Homeless	VDB	-0-	1.50	PR	-0-
11/15/93	UTEP Women's Resource Center	VDB	-0-	2.00	PR	-0-
11/17/93	Residential Referral Committee/Women	VDB	-0-	2.00	PR	-0-
11/17/93	El Paso Coalition for Homeless/Issues	VDB	-0-	2.00	PR	-0-
11/18/93	Special Programs Division	VDB	-0-	1.50	PR	-0-
11/23/93	El Paso Coalition Homeless/Steering	VDB	-0-	1.50	PR	-0-
11/29/93	Women's Advocacy Committee/Megatrends	VDB	-0-	1.50	PR	-0-
12/02/93	NCRVE Preconference	VDB	-0-		PR	2 days
12/04/93	AVA Conference	VDB	-0-		PR	5 days
12/10/93	Staff Development Research Presentation	VDB	-0-	2.00	PR	-0-
12/11/93	Project Opportunity Motivational WKshop	VDB	-0-	8.00	PR	-0-
12/13/93	El Paso Coalition for Homeless/Steering	VDB	-0-	1.50	PR	-0-
12/14/93	El Paso Coalition for the Homeless	VDB	-0-	2.00	PR	-0-
01/06/94	"School to Work" Workshop	SAA	-0-	1.50	PR	-0-
01/07/94	WIT Team Meeting	STAFF	-0-	2.00	PR	-0-
01/26/94	WIT Team Meeting	VDB	-0-	2.00	PR	-0-
01/29/94	UTEP Mother-Daughter Conference Panel	SAA/LAR	-0-	1.50	PR	-0-
01/28/94	Workforce 2000 Conference/New Orleans	VDB	-0-		PR	3 days
02/05/94	Women's Fair Forum	LAR	-0-	8.00	PR	-0-
02/22/94	El Paso Coalition for the Homeless	VDB	-0-	1.50	PR	-0-
02/09/94	WIT Staff Meeting	STAFF	-0-	2.00	PR	-0-
02/23/94	WIT Staff Meeting	STAFF	-0-	1.50	PR	-0-
01/27/94	El Paso Coalition for the Homeless	VDB	-0-	2.00	PR	-0-
03/03/94	Starlink Bidder's Conference	VDB	-0-	2.00	PR	-0-

PARTICIPATORY ACTIVITIES

03/08/94	"Unsung Heroines" Awards	VDB	-0-	1.50 PR	-0-
03/18/94	NMSU Women's Conference	STAFF	-0-	0.00 PR	2 days
03/10/94	WIT Staff Meeting	STAFF	-0-	1.00 PR	-0-
03/12/94	AVA National Policy Conference	VDB	-0-	PR	5 days
03/30/94	WIT Staff Meeting	STAFF	-0-	1.50 PR	-0-
04/29/94	Women Work Conference	VDB	-0-	PR	2 Days
05/04/94	WIT STaff Meeting	Staff	-0-	2.00 PR	-0-
05/06/94	URGPIC/Career Issues Spec Pop	VDB/RO/JH	-0-	4.00 PR	-0-
05/18/94	WIT Staff Meeting	Staff	-0-	1.50 PR	-0-
05/19/94	"Day Center"Grand Opening	STAFF	-0-	4.50 PR	-0-
05/21/94	LAR's End-of-Year Meeting	JH/LAR	-0-	1.50 PR	-0-
04/19/94	Starlink Teleconference/Megatrends/Women	Staff	-0-	2.50 PR	-0-
04/19/94	WIT/PO Advisory Board Meeting	Staff	-0-	1.50 PR	-0-
04/18/94	Re-Employment Town Conference	JH	-0-	2.00 PR	-0-
06/08/94	WIT Staff Meeting	STaff	-0-	1.00 PR	-0-
02/22/94	El Paso Coalition for the Homeless	VDB	-0-	1.50 PR	-0-
03/22/94	El Paso Coalition for the Homeless	VDB	-0-	1.50 PR	-0-
04/26/94	El Paso Coalition for the Homeless	VDB	-0-	1.50 PR	-0-
05/11/94	Grants Reading	VDB	-0-	PR	2 Days
05/24/94	El Paso Coalition for the Homeless	VDB	-0-	1.50 PR	-0-

78 PARTICIPATORY ACTIVITIES



MEGATRENDS FOR WOMEN

A year-long series of free workshops for women based on the national best-seller.
Join us.

Brought to you as a community service by the
Women's Advocacy Project at El Paso Community College,
The Women in Technology Program at EPCC
and
The Sun Towers Behavioral Health Center

Sun Towers
Behavioral Health Center
El Paso Healthcare System
Your one source

EL PASO COMMUNITY COLLEGE

From 'good old boy' politics to the medical establishment, from the business world to professional sports, women in the '90s are challenging - and changing - the American scene. Learn how these sweeping social changes can empower every woman . . .

Join us for the **Megatrends for Women** series. Over the next year, we'll be talking about the issues that affect your life, from work and politics to women's health care.

Here's what you can expect:

You'll find out what it takes to be a woman in professional sports - and learn how women everywhere are redefining concepts like teamwork and winning, both on the playing field and in the workplace.

You'll also discover how sports - even for the non-athlete - can relieve stress and build self-confidence.

You'll discover if any woman can really have it all - and learn strategies for balancing work, love, school and whatever else life throws at us.

You'll explore the revolutionary changes in religion, from women in the clergy to the growing Goddess movement - and learn to appreciate your own spirituality.

You'll discover why menopause is about to become a megatrend - and learn more about options and alternatives in women's healthcare, from traditional medicine to New Age healers.

And you'll wrap up the first six months of **Megatrends** with a look at collaborative couples - and learn how you and your life partner could be partners in business, too.

Here's some more good news: All of these workshops are FREE. They're brought to you as a community service by the Women's Advocacy Project, sponsored by El Paso Community College, The Women in Technology Program and the Sun Towers Behavioral Health Center.

At the beginning of each session you'll receive an outline summarizing the high points of the chapter.

After the panel presentation you'll have a chance to talk with our speakers in a lively question and answer session.

MEGATRENDS CALENDAR

All workshops will be held at the
El Paso Museum of Art,
1211 Montana.

THE SPORTING LIFE:
Women in Sports

Thursday, May 27, 5:30-7:30 p.m.

Moderator: Beverly Dudley
KDBC-TV

Speakers:
Sandra Rushing
Coach
UTEP Lady Miners Basketball Team

Maureen Henry, PhD
Sports Administration Specialist
Chair, Social Sciences Division
El Paso Community College

Michael J. Gately, CSW-ACP, LMFT
Clinical therapist with a special
interest in women's issues

WOMEN AND WORK:
Opportunity, Leadership and Balance

Thursday, June 24, 5:30 - 7:30 p.m.

Moderator: Beverly Dudley
KDBC-TV

Speakers:
Nancy Laster
President
Laster and Miller Advertising

Adriana Barrera, PhD
Executive Assistant to the President
El Paso Community College

Victoria Di Benedetto
Director
Women in Technology Program
El Paso Community College

Bonnie Escobar
Executive Director
Mexican-American Legal Defense and
Educational Fund

TO HELL WITH SEXISM:
Women and Religion

Thursday, July 29, 5:30-7:30 p.m.

Moderator: Beverly Dudley
KDBC-TV

Speakers:
Sister Donna Kustusch, OP
Christian Theologian Director
Social Justice Programs
Tepeyac Institute (video)

Daryl Van der Burgh, M. Div.
Scriptures Program Therapist
Sun Towers Behavioral Health Center

Barbara Ring Kotowski, MA
Religious Studies Program
El Paso Community College

Victoria Di Benedetto
former Dominican nun

These workshops aren't for women only. If you're a husband, father, boyfriend, son, if you work with women or have women friends, then we think you'll find Megatrends of great interest.

"If you are a woman, you need to know that this is not the time to hold back, this is the time to go for it."

From MEGATRENDS FOR WOMEN
by Patricia Aburdene and John Naisbitt

The Megatrends series is funded through a donation by the Sun Towers Behavioral Health Center.

THE MENOPAUSE MEGATREND

Thursday, Aug. 26, 5:30 - 7:30 p.m.

Moderator: Judy Ackers, MA, LPC
Therapist

Speakers:
Linda S. Lacy, MD
Private Practice
Gynecology and Obstetrics

Susan White, PhD
Marriage and Family Therapist

Hilda Chavez
Director
El Paso Wellness Center

COLLABORATIVE COUPLES

Thursday, Sept. 30, 5:30 -7:30 p.m.

Moderator: Judy Ackers, MA, LPC

Speakers:
Phyllis and Adrian Armijo
Retail and Catalogue Sales

Bill and Gerry Kaigh
Political Consulting Firm

Skip and Phil Laven
Publishing Company

Elizabeth Richeson, PhD, CSW-ACP
Family and marriage therapist

The Women's Advocacy Project
El Paso Community College
Victoria Di Benedetto
Catherine Dunn
Jeanne Foskett
Sun Towers Behavioral Health Center
Arlene Ormsby

To learn more about *Megatrends* and the Women's Advocacy Project, call **Catherine Dunn, 534-3419**.
For information about degree programs, career training and support services at El Paso Community College, call **Victoria Di Benedetto, 757-5085.**
If you have questions about women's emotional health issues, call the **Sun Towers Behavioral Health Center, 544-4000.**

El Paso Community College and the Sun Towers Behavioral Health Center are proud to be partners in bringing you this year-long series as part of the Women's Advocacy Project. We believe that empowerment begins with the awareness that we all have choices about the way we live our lives. Our goal is to provide educational opportunities that will support women in those choices.

Leonardo de la Garza
President
El Paso Community College

Carol Anderson
Administrator
Sun Towers Behavioral Health Center

El Paso Community College does not discriminate on the basis of race, color, national origin, sex, age, religion or disability

P.O. Box 20500
El Paso, Texas 79998-0500

5-24236

Non-Profit
Organization
U.S. Postage
PAID
El Paso, Texas
Permit No. 2121

NAME _____ DATE _____

APPENDIX 3

TECHNOLOGY, TRADITION, EQUITY

1. What is technology? What are some examples of technological careers?

2. Explain this quotation: "Technology has extended the power of the individual." (Patricia Aburdene, Megatrends conference)

3. What does it mean to be traditional or to follow traditions? Are all traditions right?

4. In what ways are traditions wrong when we consider different careers?

5. What does it mean to be equitable?

6. How are you preparing for your career?

7. What are the best classes to take when considering technological careers?

8. What other ways besides classes can you prepare for your career?

9. How are some ways that the United States might change (especially with NAFTA) and how will you need to change your career goals?

10. What can we do to help each other? Consider the topics discussed here.

PARKLAND MIDDLE SCHOOL
6045 NOVA WAY
EL PASO, TEXAS 79924

Vicki DiBenedetto
Women in Technology Program
El Paso Community College
P.O. Box 20500
El Paso, Texas 79998

May 10, 1994

Ms. DiBenedetto ,

The Parent Involvement Committee would like to thank you for your participation in our Career Night. This was our first attempt at holding something of this nature at Parkland Middle School. We fully understand the importance of having community involvement in our schools.

We realize that educating today's youth is important for the future of your business, as well as many other businesses in the El Paso area. We would like to extend our appreciation for supporting us in our effort to inform the students of Parkland Middle School about the various career opportunities that are available.

If we can be of any assistance to you in the future please feel free to call.

Sincerely,

Clift Barnes

Clift Barnes
Chairman, Parent
Involvement Committee

El Paso
Independent
School District

GUILLEN MIDDLE SCHOOL

April 18, 1994

Ms. Holladay :

Your participation in Guillen's Career Day activities was greatly appreciated. The students acquired valuable information applicable to their individual career choices. In addition, we thank you for distributing complimentary gifts and answering the students' questions.

The Career Day Committee and Guillen administrators thank you for taking time from your busy schedule to share your expertise with us. We look forward to seeing you next year.

Respectfully,

Norma Gallardo

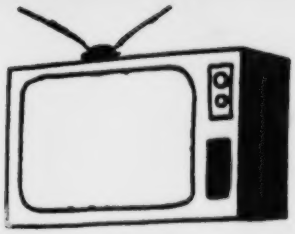
Mrs. Norma Gallardo

Sara Jane Hart

Miss Sara Jane Hart

N.G./S.J.H./sh

Primero Los Niños
900 South Cotton • El Paso, Texas 79912 • (915) 533-5566



FIFTH ANNUAL MINI - U

APPENDIX 5

RIO GRANDE GIRL SCOUT COUNCIL

SPONSORED BY: WOMEN IN TECHNOLOGY
EL PASO COMMUNITY COLLEGE – Transmountain Campus

OPEN TO ALL CADETTE, SENIOR AND ADULT GIRL SCOUTS

Saturday, February 19, 1994 8:00 am to 4:30 pm
Fee: $5.00 Bring: Drinking mug

GSTV -- GIRL SCOUT TELEVISION!

8:00 - 8:30 AM - SIGN-IN, BREAKFAST AND BROWSING. (Girl Scout books will be available for purchase)

8:30 am Opening - GOOD MORNING GIRL SCOUTS!

Select one program from Channels 1 thru 4:

9:00 - 10:25 am CHANNEL 1

____ A Artmaker
____ B Northern Exposure
____ C Golden Girls

10:35 - 12 Noon CHANNEL 2

____ A Different Strokes
____ B Oscar and Emmy
____ C Star Trek, The Next Generation MP +GD

12 Noon - 1:00 pm THE FRUGAL GOURMET
(Lunch break -- bring your own...or eat off campus)

1:00 - 2:25 pm CHANNEL 3

____ A Wheel of Fortune
____ B Deep Space 9
____ C Fame

2:35 - 4:00 pm CHANNEL 4

____ A 90210
____ B Barney and Pals
____ C Sweatin' with the Oldies

4:05 pm Closing -- LATE NIGHT WITH GIRL SCOUT TRAINERS!

Name_____ Phone (H) _____ (W) _____

Address _____ City _____ State _____ Zip _____

Service Unit _____ Adult ____ Girl ____

Troop # _____ Circle Level: DY BR JR CD SR

Complete & return Registration page with your $5.00 fee to RGGSC, 3214 E. Yandell, El Paso, TX 79903, or your local Council office. CD/SR Girl Scouts may use Cookie Program Credits. Confirmation postcard with your schedule will be mailed ten days prior to MINI-U.

REGISTRATION DEADLINE: THURSDAY, JANUARY 20, 1994

WIT/PROJECT OPPORTUNITY ADVISORY BOARD MEETING
September 30, 1993

I. WELCOME

II. INTRODUCTIONS

Attendees were asked to introduce themselves:
Pat Michael/ El Paso Housing Authority
Carmen Wright/ Texas Department of Human Services
Ed Jones, Academy of Science and Technology
Joe Martinez/Rockwell International
Jan Smoake/Region XIX
Luz Estrada/Texas Employment Commission
Johnnie Owens/Upper Rio Grande Private Industry Council
Raymond Meza/Channel 9
Lynn Cordova/EPCC Drafting Graduate
Linda Luehrs/ EPCC Public Service Occupations Chair
Kathleen Bombach/EPCC-PIC Liaison
Al Lawrence/EPCC/Carl Perkins Administration
Joan McCollister/Director, Special Projects
Victoria Di Benedetto/EPCC, Women in Technology
Rachel Ortiz/EPCC, Women in Technology-Project Opportunity
Susana Avila-Alvarado/EPCC, Women in Technology
Rosalia Solorzano/EPCC, Women in Technology
Mary Elaine Urban-Marquez/EPCC, Women in Technology-PIC/WIN
Marisol Paez/EPCC, Women in Technology Student Recruiter
Hope Ordaz/EPCC, Women in Technology
Karen Anderson/EPCC, Women in Technology-PIC/WIN
Ana Martinez/EPCC, Women in Technology-Project Opportunity

III. SPECIAL THANKS WAS EXTENDED TO:

A. ROCKWELL INTERNATIONAL. The electronics company has added another $5000 to the WIT Scholarship Fund for first-time WIT enrollees.

B. UPPER GRANDE PRIVATE INDUSTRY COUNCIL. A contract of $60,689 was awarded to El Paso Community College's Women in Technology to provide tuition, books, supplies, tutoring, retention counseling, and two part-time staff members for the Women in Nontraditional Careers Project.

IV. TEAM MEMBER REPORTS

A. Victoria Di Benedetto. She discussed the two discretionary grants, Women in Technology-Equity and Internship, and Project Opportunity and their objectives and goals. She said that WIT will be expanding to investigate the needs felt by male sex equity students.

Wit will be working to start a WIT Trade Center which will be based on Dr. Edgar Cahn's Time Dollar System which has been nationally espoused by Ralph Nadar. It is a banking system using

computer software to facilitate the trading of services among people in a large group. Whereas bartering involves products, this is a service credit system. Students could provide services to one another in the areas of transportation, babysitting, etc., but services can be given to agencies or businesses in exchange for credits such as movie passes or doctors' or therapists' services.

In the light of the PIC contract stipulations, there may be less of a demand for the Rockwell tuition money for first-time WIT enrollees, and Mr. Jose Martinez indicated that he would be happy to work with Vicki to widen the focus of the grant to fill other gaps in services to students.

A new linkage with the Academy of Science and Technology (vocational high school) has enabled WIT to add high school recruiters to our WIT pool of recruiters in a joint venture and to place WIT Project Opportunity Work/Study Interns in the vocational high school.

She introduced Mr. Ed Jones who gave a presentation on the Academy's purpose which is to provide an alternative for students who choose vocational training while in high school. Eleven of their programs are currently articulated with the El Paso Community College. Their students' ages range from 16 to 18 years; of the 17,000 students in the Ysleta Independent School District, 900 attend the school at 300 Vocational Drive. They have a capacity of 1200. He commented that women seemed to make better welders and machinists and that several companies have shown interest and/or hired their students. ELCOM is employing students in the Robotics Industry and sending them to Japan. The Ryder trucking company hires students who complete their classes and offers them college scholarships.

He stated that he was very happy to work with Women in Technology.

B. Susana Avila-Alvarado. She discussed some of the WIT activities: presentations, exhibits, mentoring program (seeking volunteers from the community, as well as matching WIT and Project Opportunity students), newsletter, and the effort to find funding for a Women's Photography Contest as part of National Women's History Month in March.

C. Mary Elaine Urban-Marquez. She reported on the PIC/WIN contract which is funded to serve 40 students. Although the staff was not hired until August, ten students have been enrolled to date.

D. Rachel Ortiz. At present 17 students are attending the fall Project Opportunity bridge curriculum classes. One hundred eleven applications have been received for spring of '94. She is exploring the possibility of students attaining membership in a

national vocational club, perhaps being able to attend a national convention.

E. Rosalia Solorzano. She discussed the Internship program in which a company might gain a polished employee after 4 months as a student intern. Students have been placed with ASARCO, Penski and Rockwell International and negotiations with seven more companies are in progress. Rosalia will be providing workshops to students on the subject of self-esteem.

F. Lynn Cordova suggested that WIT recruitment should expand into the unemployment line, and Mr. Luz Estrada of the Texas Employment Commission responded that TEC does provide referrals, but further presentations by WIT staff can be arranged.

G. Pat Michael suggested that we might produce a video of our program for use in "absentia" by agencies. Vicki said that WIT does have a 9-minute recruitment video and that she participated in a STARLINK Conference last December which contained a 20-minute segment promoting WIT. She will look into the cost of more production materials.

H. Raymond Mesa said he had to leave, but now that he knows about the program he will call Vicki with some ideas he would like to share regarding its promotion.

I. Vicki informed all about the MEGATRENDS FOR WOMEN Conference Series, a year-long series of free workshops for women based on the national best-seller, Megatrends for Women by Patricia Aburdene and John Naisbitt. Each month a forum is held on one chapter of the book, followed by audience participation. October's topic is "Fashion: Top Down to Bottom Up" --October 21st, 5:30 - 7:30 pm at the El Paso Museum of Art, 1211 Montana. Sponsors are: Women in Technology, The Women's Advocacy Project and Columbia Healthcare System. All the forums have been videotaped are available to students on a loan basis from the WIT offices.

V. ADJOURNMENT. Vicki expressed appreciation to all the Board members and EPCC staff who attended. The meeting adjourned at 10:30a.m.

MINUTES
Women in Technology -- Advisory Board Meeting
April 19, 1994

I. WELCOME

Vicki welcomed all attendees and thanked those members who were able to attend the STARLINK Megatrends for Women Conference, just prior to the meeting. Carmen Wright, Jan Smoake, and Ed Jones are interested in getting a copy of the Megatrends Series Videotape set. Jose Martinez requested a copy of the Starlink tape alone.

II. INTRODUCTIONS

Members attending:

Jose Martinez
Rockwell International
Louise Perkins
Private Industry Council
Hope Ordaz
Women in Technology
Ana Ramirez
WIT Project Opportunity
Lynn Slater
El Paso Community College
Joan McCollister
El Paso Community College
Luz Estrada
Texas Employment Commission
Lynn Cordova
Student graduate
Pat Michael
El Paso Housing Authority
Carmen Wright
Texas Department Human Services
Al Long
Socorro Independent School District
Jan Smoake
Region XIX
Sherry Marshall
WIT Project Opportunity
Terry Squier
Advanced Technology Center
Ed Jones
Academy of Science and Technology
Rachel Ortiz
WIT Project Opportunity
Victoria Di Benedetto
Women in Technology
Linda Luehrs
El Paso Community College

III. SPECIAL THANKS

Vicki thanked Joan McCollister and Lynn Slater for speaking at the last Project Opportunity graduation and introduced and welcomed the new WIT Specialist, Joanna Holladay.

Vicki commended Sherry Marshall for a job well done at Generation 2000. Sherry reported on Generation 2000: More than 1000 kinds went through the booth. Vicki reported that WIT will obtain $500.00 from Terry Wyatt because of WIT's participation in Generation 2000. Money will be utilized among other things, for pizza parties for students, given the case that Carl Perkins cannot be used for this purpose.

IV. BOARD REPORTS

A. Jan Smoake pointed out that she is working on a catalog regarding instructional tapes. This catalog will be available for people who are interested. Vicki announced that Jan Smoake had also agreed to "mentor" Joanna by accompanying her on presentations. Vicki referred to the statistics on the folder given to the members. She stated that enrollment numbers had increased and she gave credit to PIC/WIN and Project Opportunity programs for this increase. (See Attachment #1)

B. Vicki reported on the fact that Internship Specialist Rosalia Solorzano had served in the position for 2 1/2 months. After she had left, this position had been filled by Linda Baca for 2 1/2 months. She had to resign for personal reasons but will continue to serve as a WIT Recruiter, and will also continue to work on the WIT newsletter. Vicki went over the internship report and stated at least 8 WIT students will have completed the required hours by the end of the fiscal year. She addressed the issue of the companies not wanting to hire or employ interns because of the liability risks in handling customers' cars and expensive equipment. Ed Jones stated that this was just an excuse used for not hiring interns. Lynn Slater suggested checking with shops that pay by the hour. He also suggested talking to John Nelson, Auto Discipline Coordinator, about team shops. Vicki also announced that she was interviewing for the internship position, and asked for referrals.

C. Vicki reported that the Rockwell Scholarship Fund of $5,000 has been used by over 30 women. There is an amount of $2,197.00 left on this account. Jose Martinez talked about the support Rockwell has provided to the WIT Program. He pointed out that this program has been given special consideration because of the population it serves.

D. Vicki reported that the WIT Trade Center idea (a supportive framework for students' to exchange needed services) did not work out. She pointed out that several times meeting for workshops were scheduled and students would not show up.

E. Vicki talked about Objective number 4 on the grant abstract page: developing a mentoring system for WIT students, by other WIT students and women role models.

F. Vicki noted that the WIN program will be meeting all of its objectives, however, this program will not be refunded by PIC. Vicki asked Louise Perkins to comment. She stated that PIC will work on an individual referral contract basis in the future. Students will be able to get the same type of services under this basis. There will be a counselor (Diana Torres) in charge of WIN students.

G. Rachel reported that there were 17 students currently in Project Opportunity. Graduation date is May 6, 1994 from 6:00 pm to 8:00 pm.; all of the Advisory Board members will be getting an invitation.

H. Rachel talked about the charts in the packets (Attachment #2) regarding Project Opportunity student statistics on education, income, ethnicity, number of dependents, geographical distribution, marital status, and age breakdown.

I. Ed Jones talked about the Child Care Program Facility at the Academy of Science and Technology. He explained that the cost of this facility was very low. Vicki said that she and Lynn Slater had obtained a proposal from the YMCA for a childcare facility at Transmountain, which had been forward to the campus dean.

J. Sherry also talked about the Self Investment class and stated that the main purpose was to redirect women's lives. She stressed that she loved teaching the class. She referred to the Technical Applied Physics class as being an introduction class to the technical content courses.

K. Rachel reported that Sherry Marshall is leaving the project. She has been a great asset and everyone will be sorry to see her leave. She went over the Abstract Page of the Project Opportnity grant proposal. She pointed out that VICA (Vocational Industrial Clubs of America) is the new concept included for this grant year. Project Opportunity students will become members of VICA. She reported that she had attended a Special Populations Conference in Corpus Christi which was very productive. She asked for referrals for presentations and workstudy locations.

L. Joanna Holladay talked about the recruiting plan objectives stressing communication, time line and commitment. She also mentioned the development of a recruiter's hand book which she is working on.

M. Joan McCollister made an announcement for the Women and Heart Disease Conference and gave out some registration forms.

N. Vicki thanked everybody for attending, and noted that Advisory Board members would be called on during the year for further advice and problem solving.

V. ADJOURNMENT

Vicki thanked everyone for attending and wished them well.

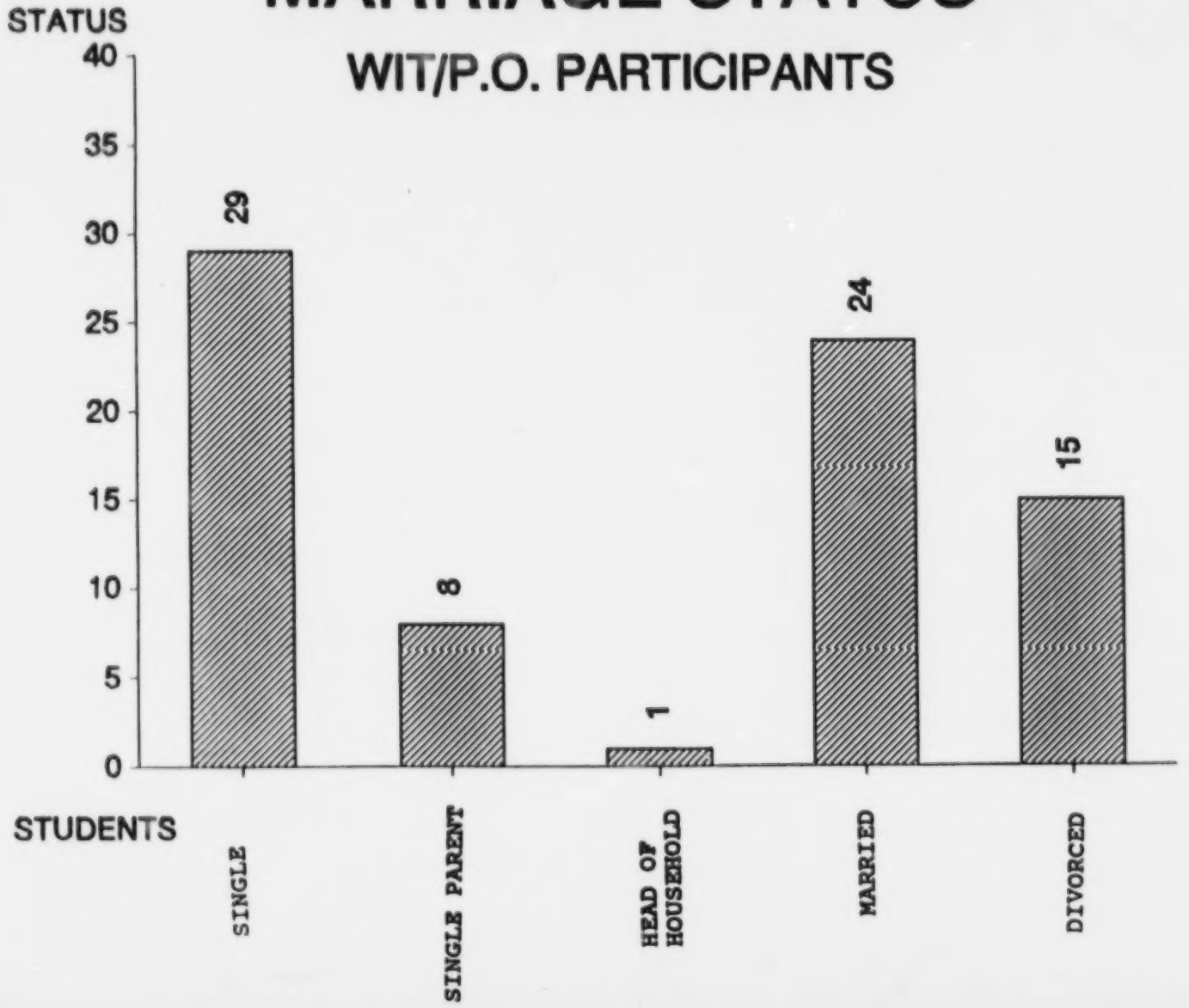
Meeting was adjourned at 3:00 p.m.

WIT STUDENTS AT EL PASO COMMUNITY COLLEGE

	Fall 90	Spring 91	Fall 91	Spring 92	Fall 92	Spring 93	Fall 93	Spring 94
Credit: Majors	60	73	65	65	78	85	85	95
Minors	10	12	34	31	45	36	39	36
TOTAL CREDIT:	70	85	99	96	123	121	124	131
TOTAL NON-CREDIT:			2	2	2	10	12	27
TOTALS:	70	85	101	98	125	131	146	158

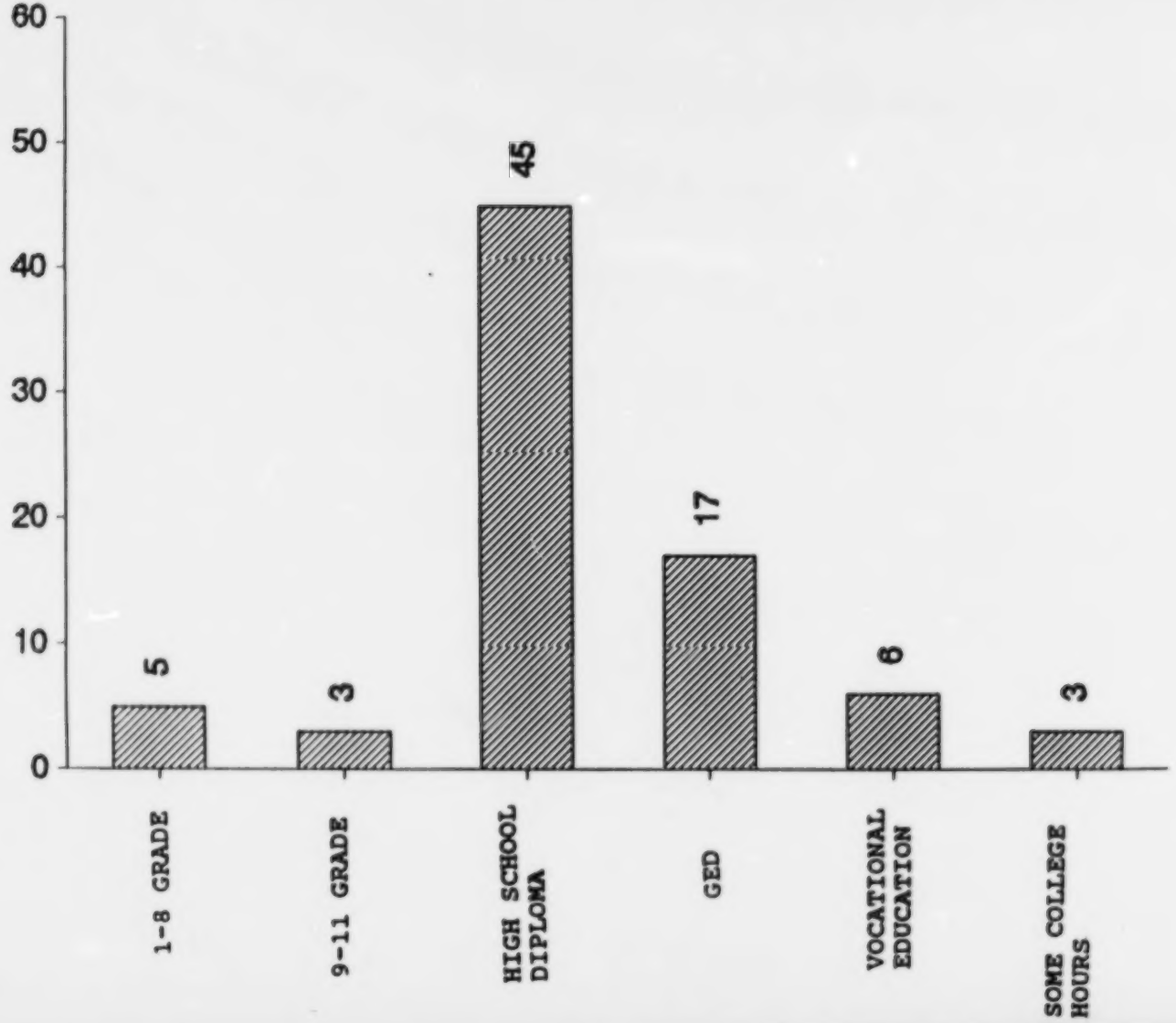
MARRIAGE STATUS

WIT/P.O. PARTICIPANTS



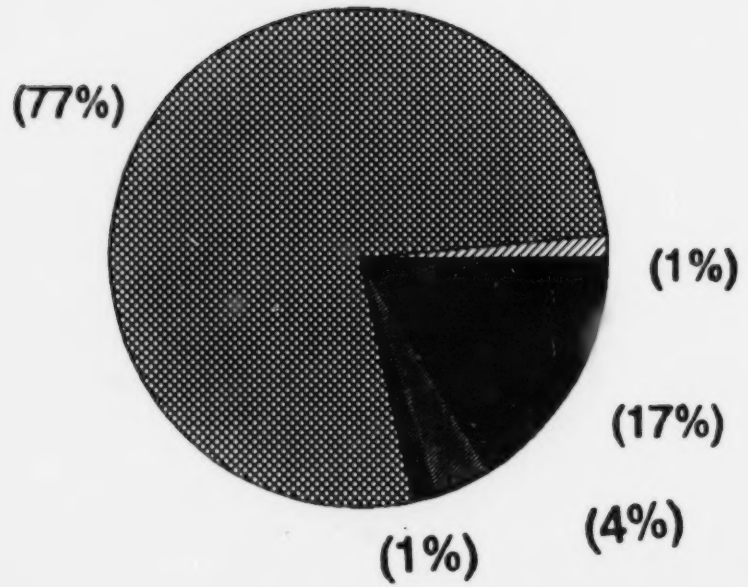
41

EDUCATION

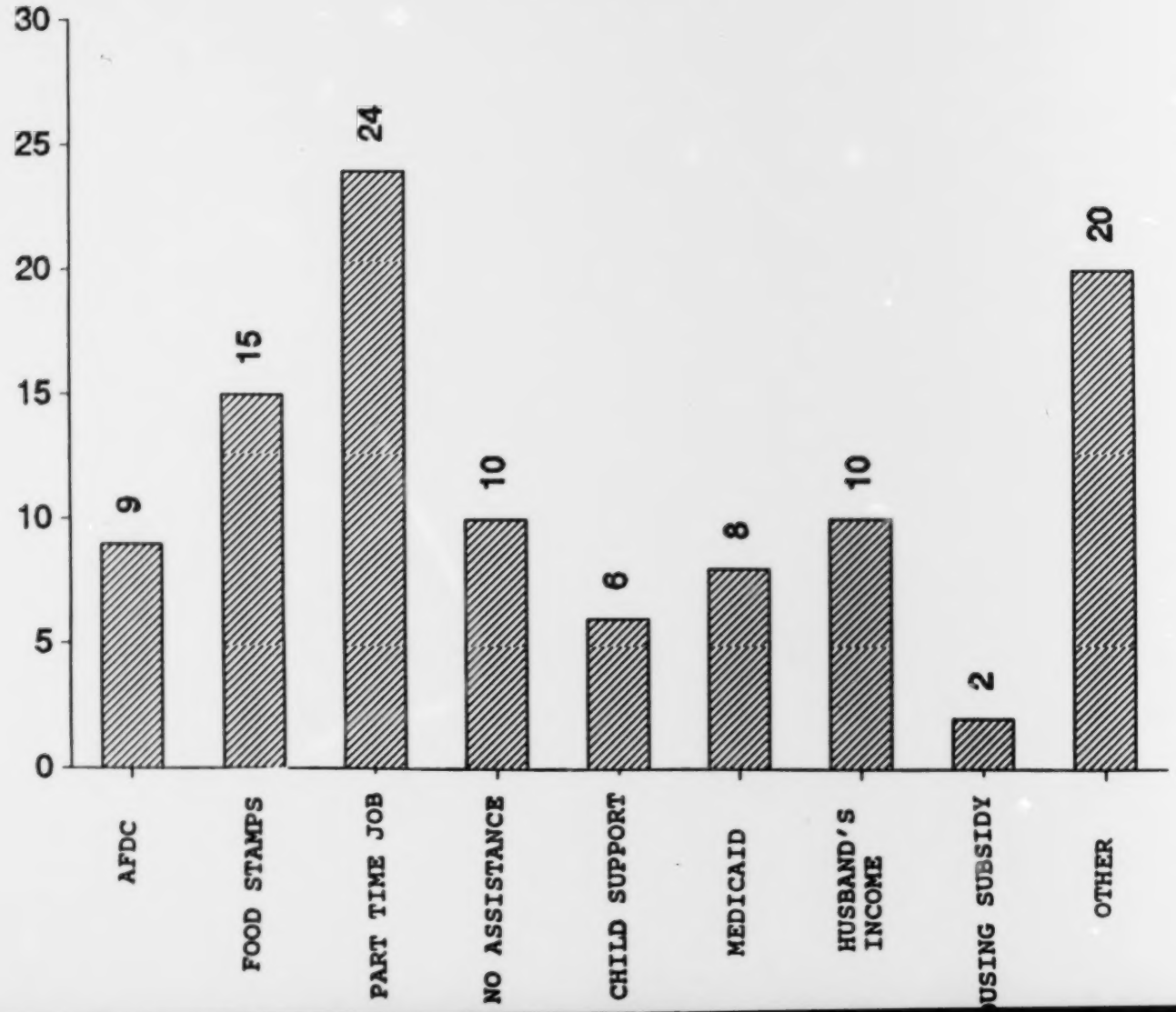

60
50
40
30
20
10
0
5
3
45
17
6
3
1-8 GRADE
9-11 GRADE
HIGH SCHOOL DIPLOMA
GED
VOCATIONAL EDUCATION
SOME COLLEGE HOURS

ETHNICITY BREAKDOWN

WIT/P.O. PROGRAM PARTICIPANTS

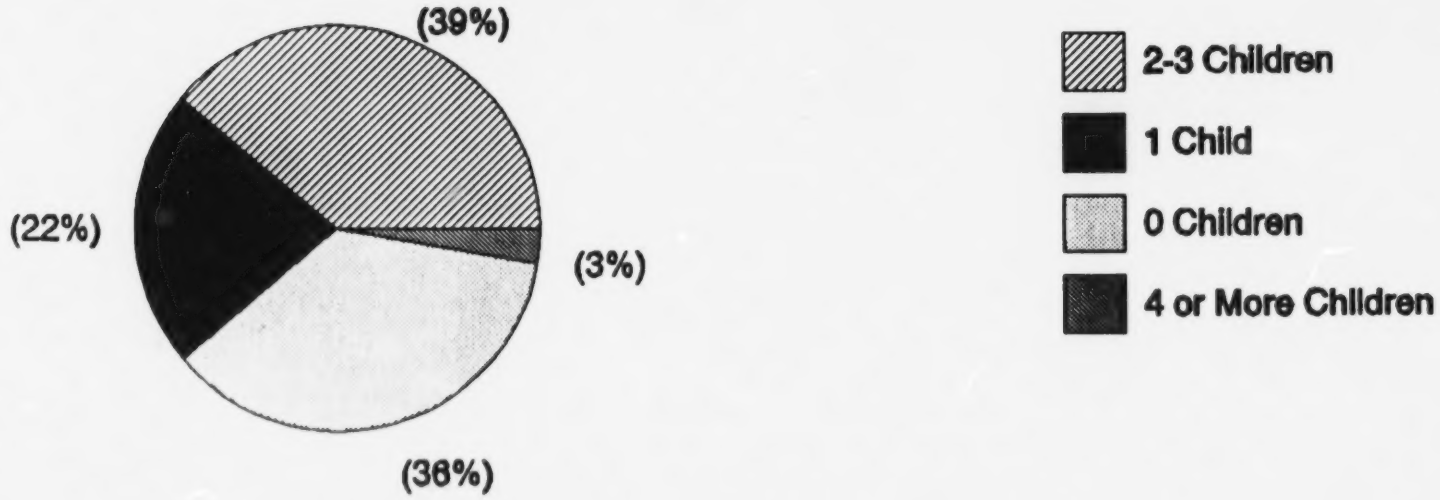


INCOME


30
25
20
15
10
5
0
9
15
24
10
6
8
10
2
20
AFDC
FOOD STAMPS
PART TIME JOB
NO ASSISTANCE
CHILD SUPPORT
MEDICAID
HUSBAND'S INCOME
USING SUBSIDY
OTHER

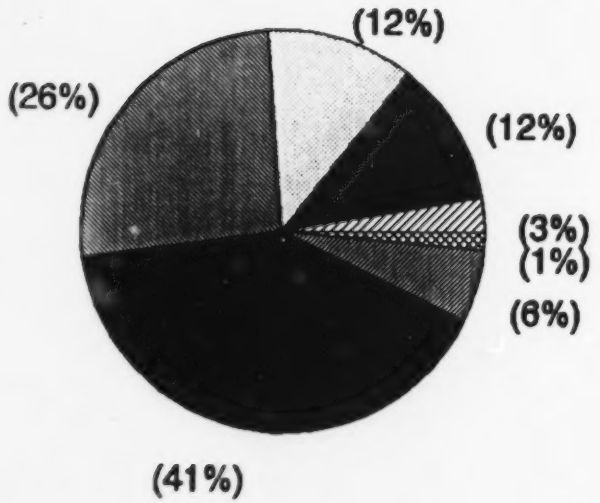
WIT/P.O. PARTICIPANTS

NUMBER OF DEPENDENTS (CHILDREN)



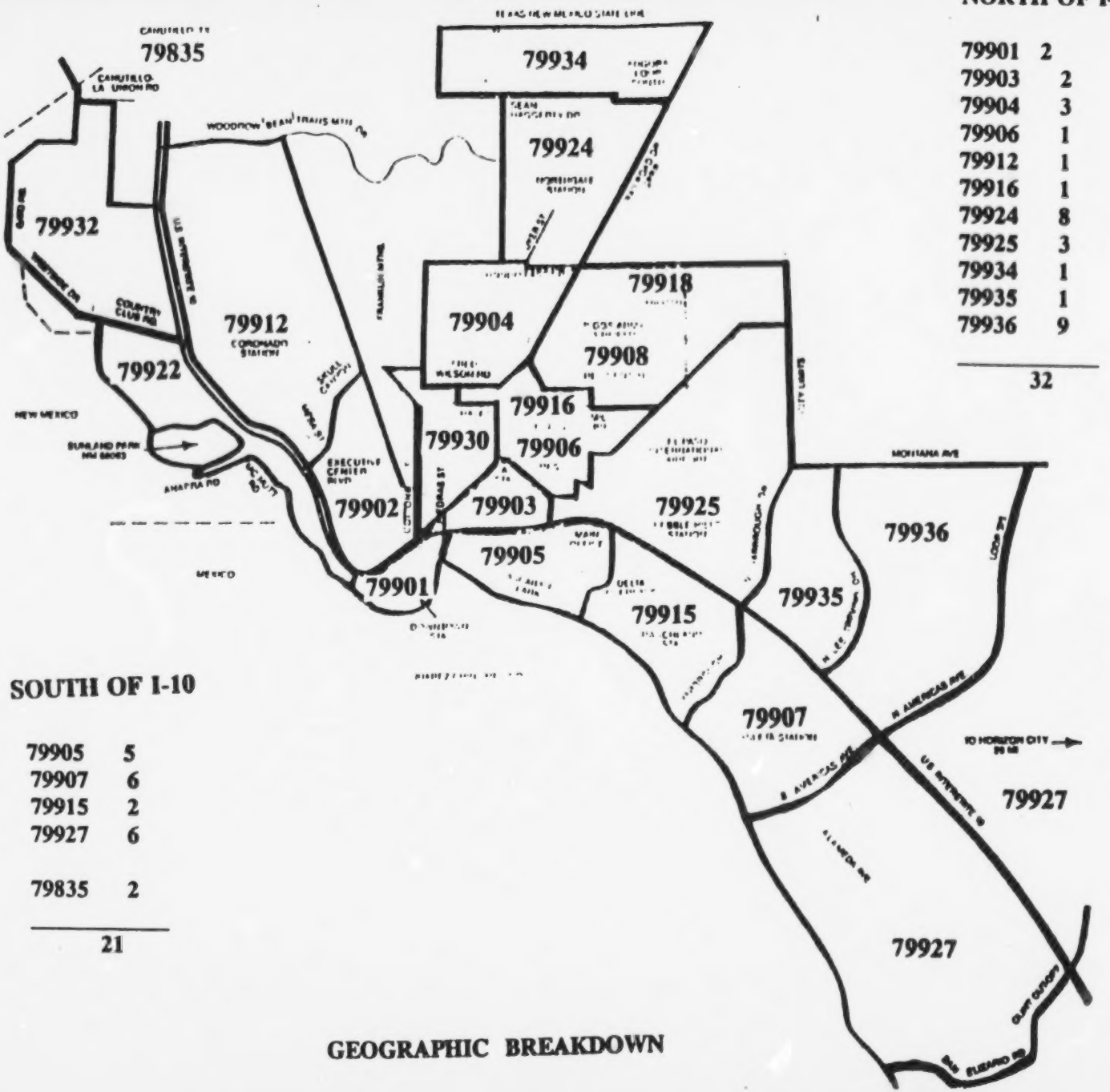
AGE BREAKDOWN

WIT/P.O. PARTICIPANTS



YEARS

- 18 yrs
- 19-22 yrs
- 23-25 yrs
- 26-30 yrs
- 31-40 yrs
- 41-50 yrs
- 51+ yrs



NORTH OF I-10

79901	2
79903	2
79904	3
79906	1
79912	1
79916	1
79924	8
79925	3
79934	1
79935	1
79936	9

32

SOUTH OF I-10

79905	5
79907	6
79915	2
79927	6
79835	2

21

GEOGRAPHIC BREAKDOWN

EXHIBITS

APPENDIX 8

ODATE	DESCRIPTION	WITPARTICIPANT	ATTENDANCE	DURATION	CLASSIFICATION
07/13/93	McArthur Middle School	LAR'S	35	3.00	E
07/28/93	Guillen Middle School	LAR'S	32	2.00	E
08/07/93	Teen Expo Fair	LAR'S	275	8.00	E
08/08/93	Teen Expo Fair	LAR'S	285	8.00	E
08/28/93	Community Education Conference	LAR'S	75	8.00	E
10/16/93	San Elizario Health Fair	LAR'S	75	9.00	E
10/23/93	Spooktacular Fair	LAR'S	450	8.00	E
10/24/93	Spooktacular Fair	LAR'S	325	8.00	E
10/30/93	UTEP Career Day	SAA, DC	45	1.50	E
11/12/93	Afro-American Coalition Exhibit	LAR	75	2.00	E
11/24/93	Ysleta High School	SAA/LAR	75	6.00	E
12/06/93	Coronado High School	SAA/LAR	200	2.00	E
12/06/93	El Paso High School	SAA/LAR	100	2.50	E
12/06/93	Irvin High School	SAA/LAR	180	2.50	E
12/07/93	Ysleta High School	SAA/LAR	100	2.00	E
12/07/93	Ysleta High School	SAA/LAR	100	1.00	E
12/07/93	Bel Air High School	SAA/LAR	100	2.00	E
12/07/93	Del Valle High School	LAR	150	2.00	E
12/08/93	Socorro High School	SAA/KA	200	2.00	E
12/08/93	Montwood High School	SAA/LAR	100	2.00	E
12/08/93	Eastwood High School	SAA/EUM	150	2.00	E
12/08/93	Hanks High School	SAA	100	1.00	E
12/09/93	Bowie High School	SAA	100	1.00	E
12/09/93	Jefferson High School	SAA/KA	200	2.00	E
12/09/93	Austin High School	SAA/LAR	200	2.00	E
12/09/93	Burgess High School	SAA/LAR	50	2.00	E
12/09/93	Ysleta Independent School District	SAA/LAR	50	2.00	E
12/10/93	Riverside High School	SAA/MP	150	2.00	E
12/10/93	Canutillo High School	SAA/LAR	150	2.00	E
12/10/93	Parkland High School	SAA/LAR	100	2.00	E
12/10/93	Andress High School	SAA/LAR	100	2.00	E
02/09/94	Gadsen High School	LAR	11	2.00	E
02/13/94	El Paso Community Health Fair	LAR	50	6.00	E
02/14/94	El Paso Community Health Fair	LAR	80	8.00	E
02/18/94	Del Valle High School	LAR	135	7.00	E
02/19/94	Girl Scouts Fair	SM/LAR	20	9.00	E
03/02/94	Sanchez Middle School	LAR	37	4.50	E
03/02/94	Young Families Conference	LAR	30	5.00	E
03/11/94	Riverside High School	LAR	50	9.00	E
03/14/94	ESL Expo	LAR	100	3.50	E
04/08/94	Generation 2000	LAR's	500	8.00	E
04/09/94	Generation 2000	LAR's	1564	9.00	E
04/10/94	Generation 2000	LAR's	950	8.00	E
04/13/94	Guillen Middle School	LAR/JH	600	4.00	E
04/14/94	ATC Career Day	LAR	75	2.50	E
04/20/94	Parkland Middle School	JH	83	3.00	E
04/24/94	Andres High School	LAR	126	7.50	E
04/27/94	EPCC Career Day	JH	50	3.50	E
05/17/94	Clark Middle School	JH/LAR	75	4.00	E

49 EXHIBITS
205 HOURS/8863 PEOPLE CONTACTED

The following articles have been omitted due to copyright restrictions:

Ramirez, Renee. "Program Helps Single Parents Take Control". ***El Paso Times***, 10/20/1993.

Armendariz, Yvette. "College Sets Out to Change Tradition". ***El Paso Times***, 12/3/1993.

---------. "New Plastic Molding Plant to Employ 125". ***El Paso Times***.

Carol Bernstein
A strong supporter of the cultural and performing arts, Ms. Bernstein is one of the volunteers who makes such events as the Kermezaar possible. She also donates her time to KCOS , the El Paso Museum of History and other organizations.

Polly McFadden
The founder and organizer of El Paso's "Race for the Cure," a major fundraiser for breast cancer research and treatment. Ms. McFadden raised more than $120,000 in 1994. President of Sold on Hold, she is also active in the El Paso Commission for Women.

Terry Neild
Working with the Department of Human Resources, Ms. Neild created and runs the CAMEO project to provide battered women with clothing and other needs. Based on her wide travels, she also lectures on the status of women in other cultures.

Victoria Di Benedetto
Founder and director of EPCC's Women in Technology Program, Ms. Di Benedetto oversees women entering non-traditional careers. She also serves on the Coalition for the Homeless board of directors.

Stephanie Dodson
A children's rights advocate who works with the El Paso Child Crisis Center, Ms. Dodson serves as a foster parent, and is the board president of Kids 'N Co., a unique repertory company for child actors.

Cornelia Gladden, RN
A founding member of the El Paso Commission for Women, Ms. Gladden currently serves on the boards of the YWCA and the Delta Sigma Theta Sorority, which promotes cultural pride and educational opportunities for African-American youth.

Sharon Barba, Ph.D.
A poet and founder of the Best Friends Poetry Collective, Dr. Barba earned a national reputation for editing "Rising Tides," the first major anthology of 20th century women's poetry. A feminist scholar and researcher, she was also active in the gay and lesbian community's struggle for equal rights. Dr. Barba died on August 24, 1993 at the age of 49.

The El Paso
Women's History Month Coalition
presents

THE UNSUNG HEROINES AWARDS 1994

Tuesday, March 8, 1994
El Paso Museum of Art

El Paso Women's History Month Coalition Committee
Victoria Di Benedetto • Dr. Sandra Beyer • Stephanie Cox
Catherine Dunn • Jeannie Foskett • Cornelia Gladden
René Harris • Pilar Herrera • Arlene Ormsby
Rachel Ortiz • Eva Ross • Bertha Soto

Unsung Heroines

Sharon Barba • Lois Bates • Carol Bernstein
Herlinda Delgado • Victoria Di Benedetto
Stephanie Dodson • Cornelia Gladden • Anne Holder
Pat Kirchner • Lillian Mayberry • Polly McFadden
Terry Neild

Program

Welcome and Introduction . . .Jeanne Foskett
Recognition of Major Sponsors
Premier of Women's History Month TV PSA Campaign
Presentation of YISD Women's History Essay winners
Presentation of Awards to Unsung Heroines
Reception

OUR STAR SUPPORTERS

The Coalition owes a major debt to the individuals, companies and institutions who make these events possible:

- *Arlene Ormsby and the Columbia Behavioral Center
- *El Paso Community College District
  - Office of Recruitment and Marketing for Special Populations
  - Women in Technology Program
  - The Center for Instructional Telecommunications
- *El Paso Museum of Art
- *El Paso Museum of History
- *The Laven Group
- *Montwood National Bank
- *Tables and Parties by Jo
- *University of Texas at El Paso
  - Comprehensive Regional Center for Minorities
  - Office of External Relations
  - Women's Resource Center
  - Women's Studies
- *Ysleta ISD Mini-Grant Program

OUR HONOREES

In 1990, the El Paso Women's History Month Coalition created the "Unsung Heroine" awards to recognize those women who truly enrich our community. Each year the Coalition chooses twelve honorees from a long list of candidates: our most important criterion is that these women rarely if ever make the headlines. They do their important work behind the scenes, day in and day out, often with limited resources. But their accomplishments are none the less remarkable. We salute this year's heroines!

Lois Bates
For the past thirty years, Ms. Bates has been a tireless defender of the rights of the disabled to have equal access to education. She is an innovative problem-solver and frequently holds sensitivity workshops for educators.

Anne Holder
Ms. Holder was a co-founder of both the El Paso Rape Crisis Center and the Women's Political Caucus. In 1984 she 'adopted' several gifted students from Ysleta Middle School and assisted them in winning scholarships to top national colleges. She continues to serve as their advisor and mentor.

Herlinda Delgado
Overcoming many obstacles, Ms. Delgado graduated from EPCC's Women in Technology program and is now a mentor for other women seeking non-traditional careers. She is currently working in the electronics field.

Pat Kirchner
Ms. Kirchner rescues and maintains abandoned animals, including old race horses. Like her mother before her, she owns and operates Poki-Roni, a horse farm and stable. An avid musician, she is a member of the McDowell Club.

Lillian Mayberry, Ph.D..
An adjunct professor of biological sciences, Dr. Mayberry is the director of UTEP's Honors and Junior Scholars Program. Her creation of an honors semester on border studies has drawn students nationwide. Dr. Mayberry currently serves as vice president of the American Society of Parasitologists.

THIRD ANNUAL STUDENT EL PASO COMMUNITY COLLEGE
WOMEN'S HISTORY MONTH PHOTOGRAPHY CONTEST

"IMPORTANT WOMEN IN OUR LIVES: PAST, PRESENT, FUTURE"

FIRST PRIZE-$100.00 SECOND PRIZE-$75.00 THIRD PRIZE-$50.00

NAME_____ ADDRESS_____ZIP_____ PHONE--DAY_____EVENING_____

RULES

ENTRIES--Entries must be a picture of a **FEMALE** pertaining to **IMPORTANT WOMEN IN OUR LIVES: PAST, PRESENT, FUTURE,** must be 8x10 only, and can be color or black and white. Contestants must be currently enrolled students. Entries must be submitted to the Library at Rio Grande, Valle Verde, or Transmountain Campus no later than 5:00 PM, **TUESDAY, MARCH 8, 1994**, to be considered for the contest. Entries become property of the WHM committee. No more than three entries per person will be accepted. The photograph must include a title, and the person entering the photograph must be the one that took the picture.

PRIZE JUDGING/WINNER'S DISPLAY--Prize money will be awarded to 1st, 2nd, and 3rd Place. Three Honorable Mentions will also be awarded. Judging will be held March 10 and winners will be notified before March 12. Prizes will be presented at the Library, Valle Verde Campus, on **TUESDAY, MARCH 15, 1994.** Winning entries will be exhibited at the Library, Valle Verde Campus. For information or entry forms, call 534-3403/757-5182/594-2442.

Signature_____Date_____ (I agree to all above terms and conditions.)

Sponsored by: EL PASO COMMUNITY PROCUREMENT OUTREACH PROGRAM, WOMEN IN TECHNOLOGY PROGRAM, LEARNING RESOURCE CENTER-VALLE VERDE, PUBLICATIONS & PRINT SHOP, PRIZE MONEY SPONSORS-FACULTY ASSOCIATION/CLASSIFIED STAFF, ASSOCIATION/PROFESSIONAL STAFF ASSOCIATION/STUDENT LEADERSHIP AND COMMUNITY DEVELOPMENT PROGRAM
CORPORATE SPONSOR-ART'S PHOTO SUPPLIERS-800 MONTANA

MAJ-CODE	DEGREE TYPE	MAJ-NAME	MALES	%	FEMALE	%	TOTAL FOR MAJOR
14	AAS	ACCOUNTING	124	28%	320	72%	444
15	CERT	ACCOUNTING	3	25	9	75	12
11	AAS	ACCOUNTING ASSOCIATE FINANCIAL OPTION	1	33	2	66	3
12	AAS	ACCOUNTING ASSOCIATE GOVERNMENTAL OPTION	1	100	0	0	1
13	AAS	ACCOUNTING ASSOCIATE MANAGERIAL OPTION	0	0	1	100	1
54	CERT	AIR CONDITIONING TECHNICIAN	2	100	0	0	2
3241	AS	ARCHITECTURE	69	85	12	15%	81
3000	AA	ART	37		23		60
3002	CERT	ART-FINE ARTS TWO-DIMENSIONAL STUDIO ART OPTION	1		2		3
61	CERT	AUTO PARTS SPECIALIST	3	75	1	25	4
50	AAS	AUTOMOTIVE MECHANICS	10	100	0	0	10
53	AAS	AUTOMOTIVE TECHNOLOGY	131	94	9	6	140
3010	AS	BIOLOGICAL SCIENCES	72		83		155
3011	AS	BIOLOGICAL SCIENCES PRE-DENTISTRY OPTION	6		6		12
3012	AS	BIOLOGICAL SCIENCES PRE-MEDICINE OPTION	61		68		129
3013	AS	BIOLOGICAL SCIENCES PRE-PHARMACY OPTION	8		8		16
3014	AS	BIOLOGICAL SCIENCES PRE-VETERINARY OPTION	9		22		31
3020	AA	BUSINESS ADMINISTRATION	569		732		1,301
3030	AS	CHEMISTRY	10		6		16
84	CERT	CHILD DEVELOPMENT ASSOCIATE CREDENTIAL	3		52		55
85	AAS	CHILD DEVELOPMENT CHILD CARE FACILITY MANAGEMENT OPTION	0		11		11
78		CHILD DEVELOPMENT CORE CURRICULUM	0		2		2
87	CERT	CHILD DEVELOPMENT DAY CARE ADMINISTRATION	0		10		10
86	AAS	CHILD DEVELOPMENT INFANT AND TODDLER/SPECIAL EDUCATION OPT	0		13		13
910	AAS	CHILD DEVELOPMENT INFANTS, TODDLERS AND PRESCHOOLERS TEACH	1		77		78
911	AAS	CHILD DEVELOPMENT MANAGEMENT OPTION	1		22		23
912	AAS	CHILD DEVELOPMENT SCHOOL-AGE OPTION	0		2		2
100	AAS	COMMERCIAL ART	79		35		114
3035	AS	COMMUNICATION DISORDERS SCIENCE	4		15		19
147	CERT	COMPUTER INFORMATION SYSTEMS COMPUTER OPERATIONS	19	41	27	59	46
146	AAS	COMPUTER INFORMATION SYSTEMS COMPUTER PROGRAMMING	246	45	298	55	544
148	CERT	COMPUTER INFORMATION SYSTEMS DATA ENTRY	3	23	10	77	13
149	AAS	COMPUTER INFORMATION SYSTEMS MICROCOMPUTER APPLICATIONS	77	40	113	60	190
119	AAS	CONSTRUCTION MANAGEMENT	2	100	0	0	2
114	AAS	CONSTRUCTION TECHNOLOGY	1	100	0	0	1
118	AAS	CONSTRUCTION TECHNOLOGY RESIDENTIAL OPTION	1	100	0	0	1
120	AAS	CORRECTIONAL SCIENCE	19	59	13	41	32
121	CERT	CORRECTIONAL SCIENCE	1	100	0	0	1
131	AAS	COURT AND CONFERENCE REPORTING	5	60%	76	40%	81
930		CRIMINAL JUSTICE CORE CURRICULUM	10	100	0	0	10
931	AAS	CRIMINAL JUSTICE CORRECTIONS OPTION	24	63	14	37	38
932	AAS	CRIMINAL JUSTICE LAW ENFORCEMENT OPTION	114	75	38	25	152
140	AAS	DATA PROCESSING	0	0	3	100	3
141	AAS	DATA PROCESSING COMPUTER OPERATIONS	1	34	2	66	3
144	CERT	DATA PROCESSING COMPUTER OPERATIONS	2	50	2	50	4
142	AAS	DATA PROCESSING COMPUTER PROGRAMMING	29	72	11	28	40
143	CERT	DATA PROCESSING DATA ENTRY	1	25	3	75	4
145	AAS	DATA PROCESSING MICROCOMPUTER APPLICATIONS	3	50	3	50	6
150	CERT	DENTAL ASSISTING	0	0	1	100	1
151	AAS	DENTAL ASSISTING	3	9	27	91	30
160	AAS	DENTAL HYGIENE	14	14	84	86	98
871	CERT	DIAGNOSTIC ULTRASOUND TECHNOLOGY	5	26	14	74	19
170	AAS	DIETETIC TECHNOLOGY	8	21	30	79	38
198	AAS	DRAFTING AND DESIGN TECHNOLOGY	70	77	21	23	91

6.5% ♀

— 3% ♂

100% ♂ - 0% ♀

6% ♂

13% ♂

21% ♂

63

BEST COPY AVAILABLE

APPENDIX 14

MAJ-CODE	DEGREE TYPE	MAJ-NAME	MALES %	MALES #	FEMALE %	FEMALE #	TOTAL FOR MAJOR
189	AAS	DRAFTING AND DESIGN TECHNOLOGY ADVANCED COMPUTER DRAFTING	83	24	17	5	29
191	AAS	DRAFTING AND DESIGN TECHNOLOGY ARCHITECTURAL OPTION	86	6	14	1	7
190		DRAFTING AND DESIGN TECHNOLOGY CORE CURRICULUM	50	1	50	1	2
193	AAS	DRAFTING AND DESIGN TECHNOLOGY GENERAL OPTION	60	3	40	2	5
194	AAS	DRAFTING AND DESIGN TECHNOLOGY STRUCTURAL OPTION	0	0	100	1	1
3040	AA	DRAMA		3		4	7
56	CERT	DRIVEABILITY TECHNICIAN	66	2	34	1	3
3050	AA	EDUCATION		4		3	7
3233	AA	EDUCATION		2		9	11
3231	AA	EDUCATION-ELEMENTARY		2		12	14
3232	AA	EDUCATION-SECONDARY		7		5	12
210	AAS	ELECTRONICS TECHNOLOGY		1		0	1
224	AAS	ELECTRONICS TECHNOLOGY		173		35	208
222	AAS	ELECTRONICS TECHNOLOGY ADVANCED COMPUTER ELECTRONICS OPTIO		32		10	42
211	AAS	ELECTRONICS TECHNOLOGY BIOMEDICAL OPTION		2		0	2
227	CERT	ELECTRONICS TECHNOLOGY COMPUTER ELECTRONICS		2		0	2
213	AAS	ELECTRONICS TECHNOLOGY ELECTRO-MECHANICAL OPTION		2		0	2
226	CERT	ELECTRONICS TECHNOLOGY ELECTRONICS		6		0	6
225	AAS	ELECTRONICS TECHNOLOGY INDUSTRIAL ELECTRONICS OPTION		13		2	15
214	AAS	ELECTRONICS TECHNOLOGY INDUSTRIAL OPTION		2		0	2
220	CERT	EMERGENCY MEDICAL TECHNOLOGY		4		1	5
221	CERT	EMERGENCY MEDICAL TECHNOLOGY/PARAMEDIC		70		39	109
58	CERT	ENGINE REPAIR TECHNICIAN	100	1	0	0	1
3060		ENGINEERING	100	1	0	0	1
3070	AA	ENGLISH		18		43	61
3071		ENGLISH AS A SECOND LANGUAGE		964		2,160	3,124
3052	AA	EXERCISE AND SPORTS SCIENCE	77	34	23	10	44
230	AAS	FASHION ILLUSTRATION		0		3	3
240	AAS	FASHION MERCHANDISING		0		1	1
900		FASHION TECHNOLOGY CORE CURRICULUM		0		2	2
902	AAS	FASHION TECHNOLOGY FASHION DESIGN OPTION		1		33	34
903	AAS	FASHION TECHNOLOGY ILLUSTRATION OPTION		0		4	4
901	AAS	FASHION TECHNOLOGY MERCHANDISING OPTION		1		25	26
256	AAS	FINANCE		16		18	34
251	AAS	FINANCIAL MANAGEMENT BANKING OPTION		1		1	2
260	AAS	FIRE TECHNOLOGY		75		1	76
261		FIRE TECHNOLOGY CORE CURRICULUM		3		0	3
263	AAS	FIRE TECHNOLOGY FIRE MANAGEMENT OPTION		3		0	3
262	AAS	FIRE TECHNOLOGY FIREFIGHTER OPTION		7		0	7
274	AAS	FOOD SERVICE MANAGEMENT	75	3	25	1	4
3090	AA	FOREIGN LANGUAGE		6		7	13
280	AAS	GENERAL BUSINESS		23		31	54
281	CERT	GENERAL BUSINESS		1		2	3
420	AAS	GENERAL MANAGEMENT	100	1	0	0	1
3300	AA	GENERAL STUDIES		104		44	148
3100	AS	GEOLOGY		3		1	4
290	AAS	GRAPHIC ARTS		1		0	1
3051	AA	HEALTH AND PHYSICAL EDUCATION		21		8	29
3250	AS	HEALTH OCCUPATIONS		21		14	35
300	AAS	HEATING, VENTILATION AND AIR CONDITIONING		44		4	48
301	CERT	HEATING, VENTILATION AND AIR CONDITIONING		3		0	3
302	CERT	HEATING, VENTILATION AND AIR CONDITIONING INTELLIGENT BUIL		1		1	2
3110	AA	HISTORY		14		13	27
3120	AS	HORTICULTURE		1		0	1

BEST COPY AVAILABLE

MAJ-CODE	DEGREE TYPE	MAJ-NAME	MALES %	MALES #	FEMALE %	FEMALE #	TOTAL FOR MAJOR
710	AAS	HOTEL/MOTEL ADMINISTRATION	31	10	61	16	26
342	CERT	HUMAN SERVICES		0		17	17
341	AAS	HUMAN SERVICES AGING OPTION		10		43	53
340		HUMAN SERVICES CORE CURRICULUM		5		10	15
343	AAS	HUMAN SERVICES DEVELOPMENTAL DISABILITIES OPTION	21	6	79	31	37
344	AAS	HUMAN SERVICES MENTAL HEALTH OPTION		2		21	23
347	AAS	HUMAN SERVICES MENTAL HEALTH/MENTAL RETARDATION OPTION		4		11	15
345	AAS	HUMAN SERVICES SUBSTANCE ABUSE OPTION		19		34	53
346	AAS	HUMAN SERVICES YOUTH SERVICES OPTION		26		127	153
3130	AS	INDUSTRIAL ARTS		3		1	4
850	AAS	INFORMATION PROCESSING		17		57	64
853	CERT	INFORMATION PROCESSING		0		8	8
360	AAS	INTERIOR DESIGN TECHNOLOGY	11	4	89	39	43
363	CERT	INTERIOR DESIGN TECHNOLOGY.		1		0	1
880	AAS	INTERNATIONAL TRADE AND BUSINESS	50	17	50	16	33
881	CERT	INTERNATIONAL TRADE AND BUSINESS		0		1	1
370	AAS	LAW ENFORCEMENT	68	446	32	212	658
380	AAS	LEGAL ASSISTANT	15	28	85	161	189
381	CERT	LEGAL ASSISTANT		1		8	9
3140	AA	LIBERAL ARTS		663		751	1.414
392	AAS	MACHINE SHOP TECHNOLOGY	100	2		0	2
812	AAS	MANAGEMENT		102		57	159
401		MANAGEMENT CORE CURRICULUM		4		0	4
800	AAS	MANAGEMENT PROGRAMS GENERAL MANAGEMENT OPTION	65	5	35	1	6
810	CERT	MANAGEMENT PROGRAMS RETAIL MANAGEMENT-RETAIL MERCHANDISING		1		0	1
811	AAS	MANAGEMENT PROGRAMS SMALL BUSINESS MANAGEMENT OPTION		0		3	3
400		MANAGEMENT PROGRAMS--MANAGEMENT CORE CURRICULUM		3		1	4
3155	AA	MASS COMMUNICATION ADVERTISING/PUBLIC RELATIONS OPTION		7		10	17
3154	AA	MASS COMMUNICATION BROADCASTING OPTION		20		14	34
3153	AA	MASS COMMUNICATION JOURNALISM OPTION	58	21	42	28	49
3150	AA	MASS COMMUNICATIONS		8		15	23
3160	AS	MATHEMATICS		22		11	33
500	AAS	MEDIA PRODUCTION TECHNOLOGY	64	16	33	8	24
504	AAS	MEDIA PRODUCTION TECHNOLOGY		10		5	15
505	CERT	MEDIA PRODUCTION TECHNOLOGY PHOTOGRAPHY		1		0	1
510	AAS	MEDICAL ASSISTING TECHNOLOGY	6	3	94	45	48
511	CERT	MEDICAL ASSISTING TECHNOLOGY		1		1	2
521	AAS	MEDICAL LABORATORY TECHNOLOGY	38	26	62	42	68
530	AAS	MEDICAL RECORD TECHNOLOGY	10	7	90	58	65
532	CERT	MEDICAL TRANSCRIPTIONIST		1		3	4
440	AAS	MID-MANAGEMENT		2		0	2
806	AAS	MID-MANAGEMENT		10		8	18
3170	AA	MUSIC		49		21	70
870	CERT	NUCLEAR MEDICINE TECHNOLOGY		2		2	4
545	AAS	NURSING	19	284		1.174	1.458
648	AAS	OFFICE ADMINISTRATION		7		201	208
649	CERT	OFFICE ADMINISTRATION		0		28	28
646	CERT	OFFICE CLERK		0		1	1
550	AAS	OPHTHALMIC TECHNOLOGY		9		15	24
560	AAS	PARAPROFESSIONAL FOR THE HEARING IMPAIRED		1		12	13
562	CERT	PARAPROFESSIONAL FOR THE HEARING IMPAIRED SIGN LANGUAGE FO		0		2	2
332	CERT	PHARMACY TECHNOLOGY		24		42	66
503	AAS	PHOTOGRAPHY		8		12	20
571	AAS	PHYSICAL THERAPIST ASSISTANT		174		293	467

21% ♂

90% ♂

11% ♂

15% ♂

100% ♂ – 0% ♀

6% ♂

11% ♂

19% ♂

3% ♂

7% ♂

BEST COPY AVAILABLE

MAJ-CODE	DEGREE TYPE	MAJ-NAME	MALES	FEMALE	TOTAL FOR MAJOR
570	AAS	PHYSICAL THERAPY ASSISTANT	0	1	1
3280	AS	PHYSICS	5	2	7
3240	AS	PRE-ARCHITECTURE	74 - 20	26 - 7	27
3061	AS	PRE-ENGINEERING	81 - 322	19 76	398
3260	AS	PRE-NURSING	-149	206	355
3152	AS	PROFESSIONAL COMMUNICATION	2	2	4
3190	AA	PSYCHOLOGY	100	273	373
3191	AA	PSYCHOLOGY WOMEN'S STUDIES OPTION	1	2	3
590		QUALITY ASSURANCE TECHNOLOGY CORE CURRICULUM	1	0	1
821	AAS	RADIATION THERAPY TECHNOLOGY	6	9	15
600	AAS	RADIOLOGIC TECHNOLOGY	99	107	206
616	AAS	REAL ESTATE	29	14	43
610		REAL ESTATE CORE CURRICULUM	3	1	4
612	AAS	REAL ESTATE MANAGEMENT OPTION	1	0	1
614	AAS	REAL ESTATE RESIDENTIAL OPTION	1	1	2
634	AAS	RESPIRATORY CARE TECHNOLOGY	47	79	126
277	AAS	RESTAURANT AND FOOD SERVICE MANAGEMENT	8	6	14
733	AAS	SECRETARIAL SCIENCE	0	1	1
642	AAS	SECRETARIAL SCIENCE BILINGUAL OPTION	0	1	1
640		SECRETARIAL SCIENCE CORE CURRICULUM	17% 1	83% 1	2
643	AAS	SECRETARIAL SCIENCE EXECUTIVE OPTION	0	1	1
647	CERT	SECRETARIAL SCIENCE OFFICE CLERK	0	1	1
565	AAS	SIGN LANGUAGE/INTERPRETER PREPARATION	4	29	33
566	CERT	SIGN LANGUAGE/INTERPRETER PREPARATION	0	1	1
563	CERT	SIGN LANGUAGE/INTERPRETER PREPARATION AMERICAN SIGN LANGUA	0	6	6
564	CERT	SIGN LANGUAGE/INTERPRETER PREPARATION INTERPRETING FOR THE	0	6	6
3290	AA	SOCIAL SCIENCES	5	18	23
3291	AA	SOCIAL SCIENCES POLITICAL SCIENCE OPTION	37 14	63 9	23
3292	AA	SOCIAL SCIENCES SOCIOLOGY OPTION	10	23	33
3210	AA	SPEECH COMMUNICATION	4	6	10
671	AAS	SURGICAL TECHNOLOGY	20	55	75
680	AAS	SURVEYING TECHNOLOGY	100 - 1	0 0	1
3235	AA	TEACHER PREPARATION ELEMENTARY	150	88 736	886
3234	AA	TEACHER PREPARATION SECONDARY	22 98	131	229
920	AAS	TECH-PREP DRAFTING AND DESIGN TECHNOLOGY	71 22	29 9	31
3151	AS	TECHNICAL COMMUNICATION	1	0	1
5998		TRANSIENT	438	528	966
720	AAS	TRAVEL AND TOURISM	9	42	51
691	CERT	TRAVEL COUNSELOR/AIRLINE RESERVATIONIST	6	23	29
5999		UNDECIDED	639	691	1,330
546	CERT	VOCATIONAL NURSING	5	16	21
92	AAS	WELDING TECHNOLOGY	2	1	3
93	CERT	WELDING TECHNOLOGY	9	1	10
TOTAL FOR SEMESTER: 942			7,910	11,690	19,600

17% ♂ - 83% ♀

9% ♂

22% ♂ - 88% ♀

15% ♀

NONTRADITIONAL CREDIT FIELDS FOR MEN AND WOMEN
Taken from the enrollment figures for Spring 1994

MEN

Child Development (3%)
Dental Assisting/Hygiene (13%)
Dietetic Technology (21%)
Fashion Technology (1%)
Human Services (21%)
Information Processing (10%)
Interior Design (11%)
Legal Assistant (15%)
Medical Assisting Technology (8%)
Medical Records (11%)
Nursing (19%)
Office Administration (3%)
Paraprofessional for the Hearing Impaired (7%)
Secretarial Science (17%)
Sign Language Interpreter (9%)
Teacher Prep (22%)

WOMEN

Automotive Technology (6.5%)
Drafting and Design Tech. (23%)
Electronics Technology (17%)
Fire Technology (1%)
Heating, Ventilation and AC (9%)
Welding Technology (15%)

SURVEY QUESTIONAIRE

1. What was the most important factor leading to your choice of field of study?

___a.Family
___b.Friends
___c.Expected salary
___d.Job availability
___e.Personal fulfillment
___f.School Fair/brochure
___g.Media (newspapers, television, etc.)
___h.Other _____

2. What do you believe are the major barriers to the inclusion of more men in your field?

___a.Gender stereotypes
___b.Salary
___c.Other _____

3. Do you feel that you have ever experienced sexual harassment at EPCC?

___a.Yes
___b.No
___c.Not sure

4. If yes, from whom?

___a.An instructor or lab assistant
___b.An administrator/staff member
___c.A classmate

What was the gender of the person?

___a.Male
___b.Female

5. Which support services, if available, do you think would be most helpful to you? Please rank a first, second, and a third choice.

___a.Financial assistance with books or supplies
___b.Transportational assistance
___c.Free tutoring
___d.Job referrals
___e.Workshops
___f.Support groups
___g.Daycare
___h.Other _____

6. What kind of workshops would you attend?
(Check all that apply)

___a.Stress
___b.Self-esteem
___c.Personality development
___d.Sexual harassment
___e.Conflict resolution
___f.Parenting
___g.Other _____

(OVER)

7. Are you currently receiving financial aid in the form of a Pell Grant?

___a.Yes
___b.No

8. If no, are you ineligible for a Pell Grant because of GSL (Government Student Loan) default?

___a.Yes
___b.No

9. Do you feel that men in your field of study are negatively stereotyped because of their gender?

___a.Yes
___b.No
___c.Not sure

10. How much would you expect to make in an entry level position in your field?

___a.$4.25/hr. to $6.99/hrs.
___b.$7.00/hr. to $9.99/hr.
___c.$10.00/hr to $12.99/hr.
___d.$13.00/hr. or above

11. After graduation, do you expect to gain employment within the El Paso metropolitan area?

___a.Yes
___b.No
___c.Not sure

12. Are you willing to move outside the El Paso metropolitan area to gain employment?

___a.Yes
___b.No
___c.Not sure

13. Do you feel pressured to leave your specific field of study due to any of the following factors? Check all that apply:

___a.Sexual Discrimination
___b.Peer pressure
___c.Instructor pressure
___d.Salary
___e.Job availability
___f.Pressure to include other traditional coursework
___g.Other

14. What is your specific major field of study?

Major _____
Minor _____
Non-Credit _____.

REPORT ON THE SURVEY OF MEN IN NONTRADITIONAL FIELDS

INTRODUCTION

According to the guidelines issued by the Department of Labor, any field with less than 25% of either gender is considered nontraditional for that gender. Women in Technology strives to impart equity by providing support for students in nontraditional fields, particularly women entering technological careers. However, equity is an issue that affects any student in a single gender dominated career field.

Therefore, in accordance with objective number four of the 1993-94 Women in Technology Equity/Internship grant for Carl Perkins funding, a survey of men in nontraditional fields has been prepared, completed and the data collated. Objective four states:

Conduct a needs survey for men in nontraditional fields at the college.

Enrollment figures were acquired from the Student Information Systems office to determine which fields (majors) are nontraditional for men and women.

A survey was sent to all men majoring in the following fields:

Child Development, Dental Assisting/Hygiene, Dietetic Technology, Fashion Technology, Human Services, Information Processing, Interior Design, Legal Assistant, Medical Assisting Technology, Medical Records, Nursing, Office Administration, Paraprofessional for the Hearing Impaired, Secretarial Science, Sign Language Interpreter, Teacher Prep

A total of 739 surveys were sent of which 92 were returned completed. The surveys were separated into their respective majors for tabulation. This system allowed us to examine the needs of students in a given field and compare their answers to the responses of the total group. One section titled "Other" is a group of respondents who either did not report their major or were the only person in their field to respond. The majors include Sign Language, Office Administration, Child Development, Dietetic Technology, and Legal Assistant. The following list breaks down the number of respondents in each field that comprised the 92 surveys tallied.

Nursing	50 or 55%
Education	24 or 24%
Human Services	9 or 10%
Other	9 or 10%

The answers on each survey were tabulated on a tally sheet for the stated major (question 14). The percentages for each major are based on the number of surveys for that field. For example, for question number one, 23 out of 50 Nursing majors put "e" for personal fulfillment. This number equals 46% of the nursing majors. Individual calculations were made for each field and are reported in the survey results in terms of percentage.

Next, all the answers were compiled on a "Master List" titled "Combined Majors" in the survey results. The percentages for these answers were tabulated the same as for the individual majors and reflect responses of the total group. For example, for question number one, 48 out of 92 respondents answered "e" for personal fulfillment. This equals 53% of the total survey.

Now, the two percentages can be compared. The response of those in the nursing field is very similar to the response of the overall group. This comparison will allow us to see where certain problems might lie. For example, if a high percentage of Education students feel sexually harassed and a low percentage of Human Services students feel sexually harassed perhaps this issue needs to be addressed in the Education Department.

This report includes the list of nontraditional fields for each gender, a copy of the enrollment figures from which the data was taken, a copy of the survey, and the survey results. The Women in Technology team will use the data and its outcome to implement a nonbiased equity element to its program.

SURVEY RESULTS

1. What was the most important factor leading to your choice of study?

	Combined Majors	Nursing	Education	Human Services	Other
Family	17%	12%	25%	25%	12%
Friends	6%	2%	9%	25%	
Salary	20%	30%	9%		12%
Job Availability	31%	46%	13%	13%	12%
Personal Fulfillment	53%	44%	67%	38%	78%
School Fair/Brochure	1%	2%			
Media					
Other	12%	6%	5%	25%	12%

2. What do you think are the major barriers to the inclusion of more men in your field?

	Combined Majors	Nursing	Education	Human services	Other
Gender Stereotypes	56%	68%	38%	25%	56%
Salary	26%	10%	55%	38%	34%
Other	18%	18%	13%	38%	12%

3. Do you feel that you have ever experienced sexual harassment at EPCC?

	Combined Majors	Nursing	Education	Human Services	Other
Yes	20%	12%	9%	13%	
No	81%	78%	84%	75%	100%
Not Sure			9%		

4. If yes, from whom? (Due to inconsistent responses, the percentages assessed are somewhat imprecise. Percentages were calculated based on the number who responded "yes" in number 4.)

	Combined Majors	Nursing	Education	Human Services	Other
Instructor/Lab Assistant	28%	67%		13%	
Admin/Staff	12%	17%			
Classmate	17%	34%			

What was the gender of the person?

	Combined Majors	Nursing	Education	Human Services	Other
Male	17%	34%			
Female	39%	67%		13%	

5. **Which support services, if available, do you think would be most helpful to you? Please rank a first, second, and third choice.**

(Because of the vast extent of these answers, the top three choices for each section is shown here. When a service was marked first, second, or third the percentage of people marking that service rates much higher than the others in its place. Often the next highest service marked in a place was the highest percentage for one of the other rankings. For example, financial assistance for books was overwhelmingly the first choice. In second place is job referrals with the next closest percentage in that rank being financial assistance again.)

	Combined Majors	Nursing	Education	Human Services	Other
First	Financial Assistance with books or supplies	Same	Same	Same	Same
Second	Job referrals	Free Tutoring	Job referrals	Free tutoring	Free Tutoring
Third	Workshops	Job referrals	Workshops	Job referrals & Workshops (tied)	Daycare

6. **What kind of workshops would you attend? (Check all that apply)**
(Because of the vast array of answers, the top three choices for each major are displayed here.)

	Combined Majors	Nursing	Education	Human Services	Other
First	Stress	Same	Same	Stress & Personality Development (tied)	Stress
Second	Personality development	Same	Conflict Resolution	Same	Personality development
Third	Conflict Resolution	Same	Self-Esteem & Personality Development (tied)	Self-Esteem	Conflict resolution

7. **Are you currently receiving financial aid in the form of a Pell Grant?**

	Combined Majors	Nursing	Education	Human Services	Other
Yes	41%	36%	50%	38%	45%
No	57%	60%	46%	75%	56

8. **If no, are you ineligible for a Pell Grant because of GSL (Government Student Loan) default? (Percentages are based on the number who answered "no" in number 7.)**

	Combined Majors	Nursing	Education	Human Services	Other
Yes	18%	17%	9%	17%	12%
No		90%	29%	67%	45%

9. **Do you feel that men in your field of study are negatively stereotyped because of their gender?**

	Combined Majors	Nursing	Education	Human Services	Other
Yes	31%	36%	21%	38%	23%
No	41%	36%	59%	13%	45
Not Sure	25%	24%	21%	50%	23%

10. **How much would you expect to make in an entry level position in your field?**

	Combined Majors	Nursing	Education	Human Services	Other
$4.25/hrs. to $6.99 hrs.	6%	4%		13%	23%
$7.00/ hrs. to $9.99/ hrs.	24%	12%	34%	50%	45%
$10.00/hrs. to $12.00/hrs.	23%	14%	42%	13%	34%
$13.00/hrs to $13.00/hrs. or above	43%	66%	21%	13%	

11. **After graduation, do you expect to gain employment within the El Paso metropolitan area?**

	Combined Majors	Nursing	Education	Human Services	Other
Yes	69%	70%	63%	88%	67%
No	7%	6%	9%		12%
Not Sure	22%	24%	30%	13%	

12. **Are you wiling to move outside the El Paso metropolitan area to gain employment?**

	Combined Majors	Nursing	Education	Human Services	Other
Yes	63%	70%	67%	38%	45%
No	12%	10%	13%		34%
Not sure	26%	12%	17%	38%	12%

13. **Do you feel pressured to leave your specific field of study due to any of the following factors? Check all that apply:**

	Combined Majors	Nursing	Education	Human Services	Other
Sexual discrimination	3%		5%	13%	
Peer pressure	9%	8%	5%	25%	12%
Instructor pressure	15%	18%	5%	25%	12%
Salary	19%	4%	46%	25%	23%
Job availability	11%	2%	30%		23%
Pressure to include other traditional course work	18%	16%	21%	25%	12%
Other	19%	20%	9%	50%	12%

14. **What is your specific major field of study?**

See Introduction to report.

WOMEN IN TECHNOLOGY
STUDENT INTERNSHIP
STUDENT/EMPLOYER AGREEMENT

Student Name: _____ *SSN:* ___-___-____

Address: _____ *City:* _____ *Zip:* _____

Phone: _____ *Declared Major:* _____

Sponsoring Firm: _____ *Dept:* _____

Training Supervisor: _____ *Phone:* _____

Title: _____

Semester: _____ *19__* *Internship Start Date:* _____

Salary: _____ *Internship Duration:* ***16 Weeks***

Work Schedule: ***(must total 20 hours per week):***

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A.M.					
P.M.					

ETHICAL STATEMENT

IT IS UNDERSTOOD BY ALL INVOLVED THAT NO STUDENT INTERN SHALL BE ACCEPTED FOR PLACEMENT WITH AN EMPLOYER UNLESS IT IS REASONABLE TO ASSUME THAT AT THE END OF THE INTERNSHIP PERIOD, BARRING UNFORESEEN DIFFICULTIES WITH THE COMPANY'S FINANCIAL STATUS AND NEEDS, THE STUDENT WOULD BE ABLE TO CONTINUE AS AN EMPLOYEE, PROVIDED THE STUDENT'S PERFORMANCE AND PROGRESS MEET THE COMPANY'S STANDARDS.

I certify that _____ *will work a minimum of 320*
Student Name
hours this Fall/Spring/Summer semester of 19__. If the student has proven reliable, possessing the required skills needed for proper job performance,

_____ *will attempt to hire the student for*
Company Name
a minimum of 20 hours per week at a wage of $5.00 per hour or more.

_____ _____
Training Supervisor *Date*

_____ _____
Student's Signature *Date*

_____ _____
WIT Internship Specialist *WIT Coordinator*

BEST COPY AVAILABLE

WOMEN IN TECHNOLOGY
STUDENT INTERNSHIP
STUDENT/EMPLOYER AGREEMENT

Student Name: _____ *SSN:* ___-___-____

Address: _____ *City:* _____ *Zip:* _____

Phone: _____ *Declared Major:* _____

Sponsoring Firm: _____ *Dept:* _____

Training Supervisor: _____ *Phone:* _____

Title: _____

Semester: _____ *19__* *Internship Start Date:* _____

Salary: *(Paid by El Paso Community College)* *Internship Duration:* ***16 Weeks***

Work Schedule: ***(must total 20 hours per week):***

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A.M.					
P.M.					

I certify that _____ *will work a minimum of 320*
Student Name

hours this Fall/Spring/Summer semester of 19__.

_____ _____
Training Supervisor *Date*

_____ _____
Student's Signature *Date*

_____ _____
WIT Internship Specialist *WIT Coordinator*

WOMEN IN TECHNOLOGY
Student Internship
Application Form

Name: _____

Address: _____

City: _____ *State:* _____ *Phone:* _____

Social Security Number: ___-___-____ *Major:* _____

Semester: _____ *19*___

Student's Internship Objectives: _____

_____

_____

Career Goals: _____

_____

Student's Competencies: _____

_____

Classes currently taking or previously completed: _____

_____

_____

_____

_____ _____

Signature *Date*

Date: __/__/__

WOMEN IN TECHNOLOGY
Student Internship
Student Appraisal of Work Site

Student Name: _____
Major: _____

Company Name: _____
Business Address: _____

Training Supervisor: _____ Phone: _____
Supervisors's Title: _____

Please rate the following:

	Outstanding 1	2	Average 3	4	Unsatis-factory 5
Supervision available	4	3			
Work Appropriate to Skill	5	2			
Difficulty of work appropriate to internship level	5	3			
Amount of work appropriate to work schedule	3	4			
Internship met expectation	2	5			
Overall quality of experience	2	5			

Would you suggest this work site to other students in your fields? Why or why not? ___
_____
_____

Additional comments: _____
_____

Date: __/__/__

WOMEN IN TECHNOLOGY
Student Internship
Employer's Appraisal of Student Performance

Student Name: _____

Sponsoring Firm: _____

Address: _____

Training Supervisor: _____ Phone: _____

	Outstanding 1	2	Average 3	4	Unsatisfactory 5
Tactfulness	4	3			
Adaptability	5	2			
Initiative	6	1			
Dependability	5	1	1		
Ability to follow through on assignments	5	2			
Ability to communicate with fellow workers	4	2	1		
Demonstrates basic competencies	5	2			

_____ _____
Evaluator's Signature Date

_____ _____
Student's Signature Date

_____ _____
WIT Internship Specialist WIT Coordinator